Ninety-Eighth
ANNUAL REPORT
of the
Town Officers

Southborough, Mass.

for the

Year Ending December 31,

1971

The Hoyle Press, 9 May St., Worcester, Mass. 01610

Bring This Report to Town Meeting for Reference

In Memoriam

ALFRED W. HOWES
Selectman, Tax Collector,
Member of Advisory Committee, Town Counsel

PHILIP W. BURKE
Selectman, Member of Advisory Committee
Planning Board

MARY A. BAKER
School Nurse

ROBERT W. SEALEY
Highway Superintendent

HONORABLE MENTION

MARJORIE F. McDONALD
Tax Collector, Town Clerk

WALTER B. BREWER
Member of Advisory Committee

NATALIE G. COOPER
Election Officer and Warden

KATHERINE F. FITZGERALD
Election Officer

JOSEPHINE M. O'DONNELL
Election Officer

Ninety-Eighth

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TOWN of SOUTHBOROUGH, MASS.

Incorporated July 6, 1727

Population, January 1, 1971	5903
Voters (est.)	2976

STATE and COUNTY OFFICERS 1971

Governor—Francis W. Sargent

Lieutenant Governor—Donald L. Dwight

Secretary—John F. X. Davoren

Treasurer—Robert Q. Crane

Auditor—Thaddeus Buczko

Attorney General—Robert H. Quinn

Senators in Congress—Edward M. Kennedy
Edward W. Brooke

Senator—Middle Worcester District—Edward L. Burke

Representative in Congress—Fourth District—
Harold D. Donohue

Councillor—Seventh District—George F. Cronin, Jr.

Representative in General Court—Robert C. Reynolds

County—Commissioners—Paul X. Tivnan
Walter F. Kelly
Philip J. Philbin

District Attorney—William T. Buckley

Clerk of Courts—James J. Joyce

Register of Deeds—Robert R. Gallagher

County Treasurer—Edward P. Bird

Register of Probate—F. Joseph Donohue

ELECTIVE TOWN OFFICIALS - 1971

***Term of Office Expires in March of Year**

MODERATOR—1 yr.
Charles B. Swartwood III *1972

TOWN TREASURER—1 yr.
Walter F. White *1972

TOWN CLERK—3 yrs.
Paul J. Berry *1972

TOWN COLLECTOR—3 yrs.
Walter F. White *1974

BOARD OF SELECTMEN—3 yrs.
Louis J. Bartolini *1972
Thomas W. McAuliffe *1973
Robert C. Dumont *1974

BOARD OF ASSESSORS—3 yrs.
Ralph H. Clark *1972
Charles W. Johnson *1973
Arthur K. Holmes *1974

SCHOOL COMMITTEE—3 yrs.
Robert M .Williams *1972
Harvey D. Bigelow *1972**
Richard A. Hallisey (to fill vac.)
Herbert L. Cobb *1973
George N. Thibeault *1973
Janice A. Fletcher *1974

BOARD OF HEALTH—3 yrs.
Timothy P. Stone, M.D. *1972
Philip G. Mauch *1973
John A. Bartolini *1974

WATER COMMISIONERS—3 yrs.
Leo J. Pessini, Jr. *1972
Arthur L. Hosmer *1973
George A. Mooney *1974

TREE WARDEN—3 yrs.
Howard E. Truesdale *1972

TRUSTEES OF PUBLIC LIBRARY—3 yrs.
James A. Higgiston *1972
Natalie J. Fantony *1972
Harrison L. Reinke *1973
Beaulah T. Callaghan *1973
Elizabeth B. White *1974
Anne S. Bradley *1974

CEMETERY COMMISSIONERS—3 yrs.
George L. Burwell *1972
Edward Newton *1973
Harvey D. Bigelow *1974

PLANNING BOARD—5 yrs.
Paul R. O'Connell *1972
Lawrence P. Kimball *1973
Robert E. Hoss *1974
Thomas W. Wolfe *1975
Peter Phaneuf *1976

ASSABET VALLEY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE—3 yrs.
Herbert L. Cobb *1972

APPOINTIVE TOWN OFFICIALS - 1971

***Term of Office Expires in March of Year**

Appointments by the Moderator:

ADVISORY COMMITTEE—
3 yrs.

David E. Taylor *1972
Ulderic F. Hurley *1972
Charles E. Wood *1973**
Henry W. Welch, Jr. (to fill vac.)
William L. Zolli *1973**
Thomas J. Grady (to fill vac.)
Owen W. Williams *1974
Richard T. Tebbets *1974

PERSONNEL BOARD—3 yrs.

Arthur L. Sisson, Jr. *1972
John J. Manning *1973
Willard S. Putnam *1973
Kenneth F. Clark, Jr. *1974
Edward L. Blood *1974

RECREATION COMMISSION—
3 yrs.

Napoleon R. DePina *1972
Edna R. McGillicuddy *1973
William A. Wiedergott *1974
Phyllis R. Whitaker *1974
Robert W. Gould, Jr. *1975

SOLID WASTE DISPOSAL COMMITTEE

Ray B. Davis
James B. Denman
Bernard W. McGowan

METROPOLITAN AREA PLANNING COUNCIL

Representative:
Paul J. Cunningham

COMMITTEE TO STUDY ELECTIVE OFFICERS' SALARIES

Joseph F. Callaghan
Philip C. Beals
William E. LaPointe
Earl Smiddy
Fannie S. White **
Charles E. Wood (to fill vac.)

Appointments by Water Commissioners:

SUPT. WATER DEPARTMENT
—1 yr.

William B. Binder, Jr.
Julia C. Murphy, Clerk

Appointments by Selectmen:

REGISTRARS OF VOTERS—
3 yrs.

Sereno W. Johnson *1972
John H. Maley *1973
Mildred E. Stivers *1974**
Judith N. Williams (to fill vac.)

BOARD OF APPEALS—5 yrs.

James R. Cappello *1972
Francis J. Bousquet *1973
Levio J. Cibelli *1974
Edward J. Hasbrouck *1975
John Rego (Alternate) *1976
Andre G. Turenne (Altern.) *1976
Edward J. Maguire *1976

**Resigned

***Deceased

APPOINTIVE TOWN OFFICIALS—1971

*** Term of Office Expires in March of Year**

TOWN ACCOUNTANT—3 yrs.
Fred L. Baker, Sr. *1973

INDUSTRIAL DEVELOPMENT COMMISSION—5 yrs.
W. Keith Smith *1972**
Ruth E. Gourley (to fill vac.)
Thomas J. Grady *1973**
George N. Thibeault *1974
Ronald O. Edgren *1974
Andre G. Turenne *1975

HISTORICAL COMMISSION—3 yrs.
Hamilton Armstrong *1972
John D. White *1973**
Fred Quinn, Jr. (to fill vac.)
Lois H. McCarthy *1973
Ernest E. Howarth *1974
Marjory J. Taylor *1974

CONSERVATION COMMISSION
Hamilton Armstrong *1972
Peter Phaneuf *1972
Dorothy E. Mauch *1972
Catherine D. Alsterlund *1972
David E. Taylor, Jr. *1973
John R. McCarthy *1973
John L. White *1974**
Daniel DeCourcey (to fill vac.)
Delevan S. Mussey *1974**
Ruth A. Perlow (to fill vac.)

The following appointments expire in March 1972

ADMINISTRATIVE ASSISTANT TO THE BOARD OF SELECTMEN
William L. Zolli

EXECUTIVE SECRETARY to the BOARD OF SELECTMEN
Mary J. Firmin

CLERKS TO THE BOARD OF SELECTMEN
Marjorie R. Putnam (mornings)
M. June Heeley (afternoons)

TOWN COUNCIL
William F. Brewin

CHIEF OF THE FIRE DEPARTMENT
Edward F. Brock

DEPUTY FIRE CHIEF
Francis E. Ramelli

FIRE WARDEN
Edward F. Brock

CONSTABLES
Francis J. Mattioli
Paul A. Beliveau
William C. Harpster
Fred L. Baker, Jr.**
William J. Colleary, Jr.
Robert J. Durran
Phillip L. Connors
Charles R. O'Connell
Douglas Packard

SPECIAL CONSTABLE
H. Edwin Shaul

CHIEF OF POLICE
Francis J. Mattioli (Tenure)

**Resigned ***Deceased

APPOINTIVE TOWN OFFICIALS—1971

*** Term of Office Expires in March of Year**

REGULAR POLICE

Fred L. Baker, Jr. (Sgt.)**
Paul A. Beliveau (Sgt.)
William J. Colleary, Jr. (Sgt.)
William C. Harpster (Sgt.)
Robert J. Durran (Patrolman)
Philip L. Connors (Patrolman)
Charles R. O'Connoll (Patrolman)
Douglas Packard (Patrolman)
Steven F. Douglas (Patrolman)

RESERVE POLICE OFFICERS

Richard L. Mattioli
Henry D. Pietrasiak
William M. Rudd
Carl F. Winch
Richard C. Hardy**
Anna M. Beliveau (Matron)
Mary-Jane F. Boland (Matron)

POLICE STATION CUSTODIAN

Ostellio E. Gasparoni

SPECIAL POLICE OFFICERS

Cameron Bradley (Bradley Property)
Alvah Bugley (Eastleigh Property)
Lewis D. Maida (Town Hall)
Leo J. Pessini (Highways)
Calvin J. Mauro (Highways)
George R. Boothby (Highways)
Warren D. Harding (Civil Defense)
Charles Rossi (Fayville Village Hall)
Eugene Silva (Data General Corp.)
Jack Kerouac (Data General Corp.)
Joseph Bilodeau (Data General Corp.)
Frank Ramelli, Sr. (St. Mark's School)
James A. McCaw (Fay Schoool)
Wilrose J. Default

SPARE POLICE OFFICERS

George Labarre, Jr.
Charles W. Carter
Joseph Noberini
Asa Gray, Jr.
William Gray
Theodore Pietrasiak
Leo Bertonazzi
John Hempel

JAIL KEPER

Francis J. Mattioli

DOG OFFICER

Charles F. Hamel

DIRECTOR VETERANS SERVICES AND BURIAL AGENT

Joseph K. Murphy

VETERAN'S GRAVES OFFICER

George L. Burwell

HIGHWAY SUPERINTENDENT

Leo J. Pessini

**Resigned

***Deceased

APPOINTIVE TOWN OFFICIALS—1971

*** Term of Office Expires in March of Year**

TOWN HALL CUSTODIAN
Lewis D. Maida

SUPERINTENDENT OF INSECT PEST CONTROL
Howard E. Truesdale

INSPECTOR OF ANIMALS
Sereno W. Johnson

FAYVILLE VILLAGE HALL COMMITTEE
Charles A. Rossi
John A. Baveri
Ceasar T. Ghiringhelli

FAYVILLE VILLAGE HALL CUSTODIAN
Charles A. Rossi

HISTORIC CELEBRATION COMMITTEE (ad hoc)
Hamilton Armstrong
William H. Davis, Sr.
Esther Harrington
Paul Henderson
Gilbert Joe
Roger W. Maconi
Janet M. E. Mattioli
Diane A. Satterfield
Gay Spear
Earle Watkins
John M. Weir

PUBLIC WEIGHERS AND WEIGHERS OF COAL
John J. Falconi
Frank J. Douglas
Joseph Mauro
Albert L. MacDonald
Albert L. MacDonald, Jr.
Mary D. MacDonald

FIELD DRIVERS
Frank J. Rossi
Gail M. Hoss
Wilrose Dufault

POUND KEEPE R
Joseph Mauro

DEPUTY POUND KEEPERS
Charles F. Hamel
Howard P .Norcross
Charles Fantony

FENCE VIEWERS
Robert E. Hoss
William G. Turner
Andre G. Turenne

BUILDING DEPARTMENT
Harold W. Walcott, Building Inspector
George A. Labarre, Jr., Building Inspector in charge of Plumbing Inspections
Francis J. Nemesky, Wire Inspector
George A. Labarre, Jr., Gas Inspector

TOWN BUILDING COMMITTEE
Philip G. Mauch
Levio J. Cibelli
Charles W. Sawin
James H. Garner
Joseph R. Minville

**Resigned

***Deceased

APPOINTIVE TOWN OFFICIALS—1971

* Term of Office Expires in March of Year

CIVIL DEFENSE DEPARTMENT OPERATIONAL STAFF

Warren D. Harding, Director and Communications Officer
William M. Rudd, Deputy Director
Richard F. Labarre, Deputy Director
Donna L. Churbuck, Secretary
George A. Labarre, Sr., Radio Officer
Leonard F. Herrick, Communications Staff
John MacLeod, Communnications Staff
Gino L. Tebaldi, Communications Staff
Charles S. Barton, Communications Staff
Charles E. Horton, Communications Staff
James S. Stone, Communications Staff
Charles E. Wood, Communications Staff
David A. Churbuck, Technician
Steven F. Douglas, Technician
James H. Cookman III, Technician
Clyde W. Buzzell, Technician
Frank W. Atchue, Technician
Peter Chiavaras, Technician
William G. Binder III, Technician
James M. Powers, Technician
Richard Conrado, Technician
Leo J. Pessini, Sr., Chief Engr.
Edward F. Brock Chief Fire Service
Timothy P. Stone, M. D., Medical Officer
John J. Rabeni, Transportation Officer
William G. Binder, Jr. Chief Water Service
Francis J. Mattioli, Chief Police Service
William F. Brewin, Legal Officer

CIVIL DEFENSE DEPARTMENT AUXILIARY POLICE

R. Charles Boone	Active
Charles W. Carter	"
Steven F. Douglas	"
Asa E. Gray, Jr.	"
Leonard F. Herrick	"
Theodore Pietrasiak	"
Dean M. Lewis	Inactive
Robert J. Vanni	"
James A. Vytal	"
Robert H. Willis	"

CIVIL DEFENSE AUXILIARY FIREFIGHTERS

Brian C. Mauro
Donald C. Morris
Timothy R. Brock

SEWAGE FEASIBILITY STUDY COMMITTEE

Louis J. Bartolini
Robert C. Dumont
Thomas W. McAuliffe
George A. Mooney
John A. Bartolini

APPOINTIVE TOWN OFFICIALS—1971

* Term of Office Expires in March of Year

SOUTH MIDDLESEX OPPORTUNITY COUNCIL

Representative of Board of Directors:

Mark E. McCormack

SITE SELECTION BOARD

Robert C. Dumont (Rep. Selectmen)
Arthur K. Holmes (Rep. Assessors)
Philip G. Mauch (Rep. Bd. of Health)
Robert E. Hoss (Rep. Planning Bd.)
Charles E. O. Fraser
Ernest L. Kallander, Jr.

CAPITAL BUDGETING COMMITTEE (ad hoc)

Myles W. O'Reilly
Charles E. Wood
Edwin C. Williams, Jr.
William L. Zolli
Peter M. Aspesi
Richard W. Knorr
Thomas P. Wolfe

BUILDING DEPARTMENT STUDY COMMITTEE (ad hoc)

John Hill
James J. Powers, Jr.
Daniel G. Brandano
Richard P. Ferri
Frederick A. Ware, Jr.

ELECTION OFFICERS

1971-1972

Precinct I

Natalie G. Cooper***
Hamilton Armstrong, Warden
Audrey A. Bousquet, Dep. Ward.
Rosalie I. Baker, Clerk
Janet M. E. Mattioli, Dep. Clerk
Ethel N. Armstrong, Inspector
Marjorie A. McAuliffe, Inspector
Grace Newton, Inspector
Sheila C. Maguire, Inspector
Dorothy A. Carman, Dep. Inspec.
Catherine E. Gralton, Dep. Insp.
Cherine N. Pond, Dep. Inspec.
Julia I. Fitzgerald, Dep. Inspec.
Olive L. Capone, Teller
Pauline Bailey, Teller
Eileen L. Salmon, Teller
Lois W. Denman, Teller
Jean M. OBrien, Teller
Elizabeth C. Bigelow, Teller
Frances E. Rabeni, Teller
Lorraine C. Gasparoni, Teller
Joan M. Misener, Teller
Mary A. McCann, Teller
Patricia E. Boyle, Teller
Dolores E. Patterson, Teller
Agnes Pietrasiak, Teller
Mary S. Kelly, Teller
Inez T. Busconi, Teller
Catherine D. Alsterlund, Teller
Eleanor J. Banks, Teller
Gladys R. Binder, Teller
Marjorie N. Spurr, Teller
Josephine E. Colleary, Teller
Jeanne O. Davis, Teller
Elisabeth DePina, Teller
Donna J. Piper, Teller
Eleanor J. Hamel, Teller
Hannah D. Henderson, Teller
Edith N. Holland, Teller
Hazel A. Hosmer, Teller
Lois H. McCarthy, Teller
Helen L. Toomey, Teller
Alphonsina A. Torcoletti, Teller
Margaret R. Wolfe, Teller

APPOINTIVE TOWN OFFICIALS—1971

* Term of Office Expires in March of Year

Precinct II

Ronald M. Nelson, Warden
Joseph F. Blake, Dep. Warden
Gloria Aspesi, Clerk
Grace V. Barber, Deputy Clerk
Avis H. Cummings, Inspector
Bessie S. Blake, Inspector
Joan H. Ferri, Inspector
Carrie G. Clark, Dep. Inspector
Marguerite C. Fitzgerald, Deputy Inspector
Gertrude M. Phaneuf, Deputy Inspector
Florence P. Slack, Dep. Inspec.
Marie J. Bauer, Teller
Benita M. Hubley, Teller
Beulah T. Callaghan, Teller
Alice J. Tomasetti, Teller
Dorothy F. Grady, Teller
Eleanor M. O'Rourke, Teller
Alice D. Gulbankian, Teller
Katherine E. Fitzgeraald***, Teller
Helen J. Sweeney, Teller
Martha Hubley ,Teller
Rita A. Quinn, Teller
Marguerite Aspesi, Teller
Caroline Pessini, Teller
Jeannette Grillo, Teller
Charlotte J. Kuzava, Teller
Judith G. Knorr, Teller
Margaret A. Benson, Teller
Eleanor E. MacLauchlan, Teller
Barbara J. Lamy, Teller
Irene B. Morse, Teller
Irene L. Maguire, Teller
Carol A. Welch, Teller
Marjorie R. Putnam, Teller
Diane A. Satterfield, Teller
Jane Erickson, Teller

REPORT of the TOWN CLERK

Report of Special Town Meeting

FEBRUARY 1, 1971

At the Special Town Meeting duly called and held in the Mary E. Finn School, in Southborough, on February 1, 1971 at 8:00 p. m., the following Articles were voted upon in a legal manner.

Checkers:

Miss Eileen L. Salmon Mrs. Gladys R. Binder
Mrs. Avis M. Cummings Mrs. Benita Hubley

The meeting was called to order by the Town Moderator, Mr. Charles B. Swartwood, III, at 8:15 p. m., there being a quorum present. (156 voters present - a quorum - 150 voters.)

Tellers were sworn in by the Town Clerk, Paul J. Berry, as follows:

Mr. John McCarthy, 23 High Street
Mr. Louie A. Hoisington, 95 Southville Road
Mr. Robert H. Perkins, Jr., 75 Flagg Road
Mr. Arthur L. Sisson, Jr., 10 Lyman Street

There being no objections from the voters, the Moderator allowed the following non-voters into the hall:

Mrs. Carole Maconi—Marlborough Enterprise
Ms. Marjorie Horton—WSRO Radio
Mr. Albert Mlowsky—Assabet Valley Regional Vocational School

The Moderator certified the return of the Warrant by the Constable.

It was voted to dispense with the reading of the Town Warrant.

ARTICLE 1: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of six thousand seven hundred fifty dollars ($6,750.00) to be used withthe monies received from Ambulance Fund Drive conducted by the Southborough Firefighters Association, Inc., to purchase a 1971 Ambulance, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Six Thousand Seven Hundred Fifty Dollars ($6,750.00), which is the Federal Government's matching fund share under the Federal Highway Safety Act of 1966 and this amount will be returned to the Town after the purchase of theAmbulance,

be transferred from available funds in the Town Treasury and that the same be appropriated and added to an amount collected by the Ambulance Fund Committee, which money so collected is hereby accepted by the Town, for the purpose of purchasing a new fully equipped ambulance to be under the supervision of the Fire Department; and that the Board of Selectmen be instructed to request no less than three (3) bids, each to be in accordance with specifications prepared by the Fire Chief and that the bid of the lowest responsible bidder whose bid meets the specification be accepted.

ARTICLE 2: To see if the Town will vote as authorized by Chapter 44, Section 64 of the General Laws, to raise and appropriate the sum of One Hundred Fourteen Dollars ($114.00) to pay unpaid bills of the Recreation Department for the year 1970, or do or act anything in relation t hereto.

MOTION: That the sum of One Hundred Fourteen ($114.00) dollars be transferred from Available funds and appropriated to pay unpaid bills of the Recreation Department for the year 1970.

VOTED: That Article 2 in the words of the above MOTION be WITHDRAWN from consideration at this Special Town Meeting.

ARTICLE 3: To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of t he General Laws as amended, a privately owned street, known as Pincone Lane, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass. Scale 1" equals 40', January 12, 1970, Ewald & Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

MOTION: That the Town accept as a Town Way a private street known as Pinecone Lane, as laid out by the Selectmen, and according to the boundaries and measurements as shown on a plan entitled," Plan of Acceptance of Pinecone and Maplecrest Drive, Southborough, Mass., Scale 1" equals 40', January 12, 1970, Ewald & Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.," and that all easements for drainage purposes as shown on said plan be and are hereby accepted for use of the Town; and that said street shall be named Pinecone Lane.

ARTICLE 3 in the words of the above, MOTION was DEFEATED by the following vote:

Against: 92 For: 44

ARTICLE 4: To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of the General Laws as amended a privately owned street, known as Maplecrest Drive, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass., Scale 1" equals 40', January 12, 1970, Ewald & Maschi, Inc., Engineering Consultants, 908 Concord St., Framingham, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Maplecrest Drive, as laid out by the Selectmen, and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass., Scale 1" equals 40', January 12, 1970, Ewald & Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.," from Station 0 +00 to Station 12+22.31 at intersection of Maplecrest Drive and Pinecone Lane, and that all easements for drainage purposes as shown on said plan be and are hereby accepted

for use of the Town; and that said street shall be named Maplecrest Drive.

ARTICLE 5: To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws as amended a privately owned street, known as Reservoir Drive, as laid out by the Selectmen, and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Reservoir Drive in Southborough, Mass., Scale 1" = 40', November 30, 1970 Ewald & Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Reservoir Drive, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Reservoir Drive, Southborough, Mass., Scale 1" = 40', November 30, 1970, Ewald & Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.," and that all easements for drainage purposes as shown on said plan be and are hereby accepted for use of the Town; and that said street shall be named Reservoir Drive.

ARTICLE 6: To see if the Town will vote to accept Section 8, Chapter 40A of the General Laws as amended of the Commonwealth of Massachusetts whereby resubmission of Zoning By-Law Amendments will be restricted for a period of two (2) years, or do or act anything in relation thereto.

VOTED: That the Town accept Section 8, Chapter 40A of the General Laws as amended of the Commonwealth of Massachusetts whereby resubmission of Zoning By-Law Amendments will be restricted for a period of two (2) years.

Passed by following vote: For: 120 Against: 34

ARTICLE 7: To see if the Town will approve or disapprove the twelve million, three hundred thousand dollars ($12,300,000.00) debt authorized by the Assabet Valley Regional Vocational District School Committee on January 6, 1971 for constructing and equipping a regional district school, or do or act anything in relation thereto.

MAJORITY VOTED: That the Town approve the $12,300,000.00 debt authorized by the Assabet Valley Regional Vocational District School Committee on January 6, 1971 for constructing and equipping a regional district school.

Meeting dissolved at 10:11 p. m.

Respectfully submitted,

PAUL J. BERRY, Town Clerk

A true copy:
Attest:

ANNUAL TOWN MEETING

March 8, 1971 Session

At the Annual Town Meeting duly called and held in the A. S. Woodward Memorial School, Southborough, on March 8, 1971 at 7:00 p. m. the following articles were voted upon in a legal manner.

There was a quorum (150 voters=quorum) present. (428 voters.)

Checkers:

Mrs. Gladys R. Binder	Miss Eileen L. Salmon
Mrs. Avis H. Cummings	Mrs. Benita M. Hubley

The meeting was called to order at 7:18 p. m. by Town Moderator Charles B. Swartwood, III.

The following Tellers were appointed by Town Moderator Swartwood and sworn-in by Town Clerk, Paul J. Berry:

Mrs. Patricia E. Boyle, 47 Deerfoot Road
Mr. Sherman H. Ball, 4 Boston Road
Mr. Edwin C. Williams, Jr., 23 John Street
Mr. Owen W. Williams, 9 Woodland Road

Moderator Swartwood had requests from the following non-voters to attend the Annual Town Meeting:

Atty. William F. Brewin, Town Counsel
Atty. Robert L. Weiss, Counsel, Southborough Police Assn.
Arthur Quaglieri, Engineer, Charles Associates
Mrs. Carole J. Maconi, Reporter, Marlboro Enter.
Mr. J. Cramer, Photographer, Marlboro Enter.
Mrs. Marjorie Horton, Reporter, W. S. R. O. Radio
Mr. Peter Travers, Photographer, Fram. News

There being no objections from the floor, it was voted to allow the above listed non-voters to remain.

The boundaries of the hall were outlined by the Moderator to include all of the floor area - with the exception of the bleachers on the left of the room - which were for the non-registered (non-voting) public.

Moderator Swartwood noted the receipt of the return of the posting of the Town Warrant for the Town Meeting by the Constable.

It was voted unanimously to waive the reading of the Warrant.

ARTICLE 1: To hear the reports of the various Town Officers and Committees and to take such action thereon as the Town may vote.

Mr. A. Sisson of the Personnel Board requested an **Addition** be made to **Article 10** of t his Warrant under

SCHEDULE E - Miscellaneous Compensation Schedule:

Custodian Town Hall (p. t.)
$927.00 - $1,021.00 - $1,122.00 - $1,234.00 (Annual)

VOTED UNANIMOUSLY that the Addition to Article 10 - Section E be made as requested by M. Sisson - as shown directly above.

Dog Conrol Committee advised that their report was contained in Article 54 of this Town Warrant.

Selectman Louis J. Bartolini introduced Mr. Arthur Quaglieri, Engineer from Charles Associates who gave a brief summary of the material to be contained in the printed report of the **Sewerage Feasibility Committee.**

Mr. Philip G. Mauch gave a report of the **Town Housing Committee** set-up under Article 49 of the March 19, 1969 Town Meeting session, regarding renovation of the Peters Annex for the new police station.

Mr. Mauch stated that the contractor hoped to be able to turn the building over the Southborough Police Department by April 1, 1971.

ARTICLE 2: To see if the Town will vote to fix, for the Calendar Year 1971, the salary and compensation of all elective officers of the Town as provided by Section 108 of Chapter 41, of the General Laws, as amended, which officers are as follows:

One Moderator	Five Member School Comm.
One Town Clerk	Three Member Board of Health
One Town Treasurer	Three Water Commissioners
One Town Collector	Three Cemetery Commissioners
Three Selectmen	One Tree Warden
Three Assessors	

Moderator	$25.00	School Comm. (5)	$500.00
Treasurer	2,000.00	Board of Health (3)	300.00
Town Clerk	1,800.00	Water Comm. (3)	300.00
Town Collector	2,000.00	Cemetery Comm. (3)	75.00
Selectmen (3)	2,100.00	Tree Warden	25.00
Assessors (3)	5,400.00		

ARTICLE 2 AMENDED: Amendment to the motion (as shown above) as follows:

"Item 'Assessors (3) $5,400.00' be changed to read 'Assessors (3) $4,000.00'".

Further move, a part of this amendment, that the Moderator appoint a committee of five (5) citizens to study the matter of reasonable salaries for elected officers of the Town and to recommend needed changes. Any recommended changes to be incorporated in the Warrant of the next Annual Town Meeting.

VOTED UNANIMOUSLY to Accept Article 2 as AMENDED above.

ARTICLE 3: To see if the Town will vote to raise and appropriate the sum of Fourteen Thousand Five Hundred Twenty-Five Dollars ($14,525.00) or such other sum of money as may be necessary to pay the salaries of all elective Town Officers, or do or act thereon.

VOTED UNANIMOUSLY that the sum of Thirteen Thousand One Hundred Twenty-Five Dollars ($13,125.00) be raised and appropriated to pay the salaries of the elective Town Officers for the year 1971.

ARTICLE 4: To see ifthe Town will vote to transfer to Surplus Revenue Account (Excess and Deficiency) the unexpended balances of certain appropriations as follows:

Police Radar Equip.	$14.95
Police Cruisers	35.58
Water Ext. Richards Road	2,957.03
Water Ext. Middle Road	51.41
Repair or Replace Town Prop. or Equip.	1,788.35
Memorial Day Exercises	23.25
Capone Land Purchase	200.00
	$5,070.57

or do or act anything in relation thereto.

VOTED UNANIMOUSLY that the unexpended balances of certain appropriations be transferred as follows:

To Surplus Revenue (Excess and Deficiency) - Five Thousand Seventy and .57/100 Dollars (5,070.57) as itemized in the Article as shown above.

ARTICLE 5: To see what disposition shall be made of the dog money.

VOTED UNANIMOUSLY that the sum of two hundred fifty-nine dollars and .17/100 ($259.17) as received from the licensing of dogs be used as part of the appropriation for the Fay Library.

ARTICLE 6: To see if the Town will vote to accept a sum of money from St. Mark's School, and determine what disposition shall be made of the same, if accepted, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept from St. Mark's School Seven Thousand Dollars ($7,00.00) or any contribution which may be offered and that such contribution be placed in the Town Treasury.

ARTICLE 7: To see if the Town will vote to accept a sum of money from Fay School, and determine what disposition shall be made of the same, if accepted, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept from Fay School, Three Thousand Dollars ($3,00.00) or any contribution offered and that such contribution be placed in the Town Treasury.

ARTICLE 8: To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money fromtime to time in anticipation of the revenue of the financial year beginning January 1, 1971 and to issue a note or notes, therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with Section 17, Chapter 44, of the General Laws, as amended, and pass any vote or take any action in relation thereto.

VOTED BY MAJORITY that the Town Treasurer be authorized with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1971 and to issue a note, or notes, therefor, payable within one year and to renew any note or notes as may be given for a period of less than one year, in accordance with Section 17, Chapter 44 of the General Laws, as amended.

ARTICLE 9: That the Sum (of money) be transferred from Available funds and that the same be appropriated for the purpose of reducing the amount to be raised by taxation and assessed as taxes in 1971 and that the Assessors be authorized to apply the same for said purposes.

VOTED to PASS OVER ARTICLE 9 at this time—to be considered at the end of the Annual Town Meeting. (See Page 119 of this Annual Town Meeting report, the March 10, 1971 Adjourned Session.)

ARTICLE 10: To see if the Town will vote to amend the Town By-Laws by striking therefrom in their entirety those sections which apply to the "Salary Administration

Plan" and inserting therefor the following sections as the "Salary Administration Plan of the Town of Southborough":

SALARY ADMINISTRATION PLAN

PREAMBLE

This by-law establishes a Salary Administration Plan, hereinafter called the "Plan", which classifies the several position classifications in the town services into groups, establishes salary schedules; establishes so-called "fringe" benefits, or "indirect pay" provisions, such as holidays and vacations with pay, sick leave, and the like and establishes a Personnel Board to administer the Plan, as hereinafter provided, and to represent the interest of both taxpayers and town employees.

The positions of all officers and employees in the service of the town, whether full-time, part-time, temporary, seasonal, special, casual, Civil Service, or any others, other than those positions filled by popular election and those under the direction and control of the School Committee, are hereby classified by titles in the groups listed in Schedule A, entitled, "Classification Schedule," as set forth in Section 20 of this by-law.

The classification of positions which are subject to the Welfare Compensation Plan of the Commonwealth of Massachusetts and the schedule of rates therefor effective July 1, 1966 with subsequent amendments, if any, and the provisions of Section 47D of Chapter 31 of the General Laws relating to the application of rates set forth in the aforementioned Welfare Compensation Plan are hereby incorporated by reference.

SECTION 1. DEFINITIONS

As used in this by-law, the following words and phrases shall have the following meanings unless a different construction is clearly required by the context or by the laws of the Commonwealth:

"Administrative Authority", the elected or appointed offcial or board having jurisdiction over a function or activity:

"Board", the Personnel Board as defined in Section 14.
"Casual Position", a position calling for part-time employment, which service does not constitute continuous service; this service is rendered occasionally and without regularity according to the demands therefore;
"Civil Service Law", Chapter 31 of the General Laws of the Commonwealth, as amended and all rules and regulations made thereunder; and any special law enacted by the General Court regulating the classification compensation and conditions of employment of officers and employees of the Town under Chapter 31;

"Class", a group of positions in the Town service sufficiently similar in respect to duties and responsibilities so that the same descriptive title may be used to designate each position allocated to the class, that the same qualifications shall be required of the incumbents, that the same tests of fitness may be used to choose qualified employees and that the same scale of compensation can be made to apply with equity:

"Classification Schedule", Titles in Schedules A and D of Section 20 of this by-law plus class specifications which are on file with the Personnel Board and which are hereby incorporated by reference;

"Compensation Grade", a range of salary or wage rates appearing in Schedule B. C. and D of Section 20.

"Continuous Full-time Service", employment requiring a predetermined minimum work week and uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Continuous Employment", full-time or part-time em-

ployment uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Department", any department board, committee, commission or other agency of the Town subject to this by-law;

"Department Head", the officer, board, or other body having immediate supervision and control of a department;

"Employee", an employee of theTown occupying a position in the classification schedule;

"Full-time Employee", an employee retained in full-time employment;

"Full-time Employment for not less than 20 hours per week for fifty-two weeks per annum, minus legal holidays and authorized vacation leave, sick leave, bereavement leave, and other leaves of absence;

"Group", a group of classes appearing in schedule A and D of Section 20;

"Increment", the dollar difference between step rates;
"Maximum Rate", the highest rate in a range which an employee normally is entitled to attain;

"Minimum Rate", the rate in a range which is normally the hiring rate of a new employee;

"Part-time Employee", an employee retained in part-time employment;

"Part-time Employment", employment of less than full-time employment, as defined above;

"Personal Rate", a rate above the maximum rate applicable only to a designated employee;

"Position", an office or post of employment in the Town service with duties and responsibilities calling for the

full-time or part-time employment of one person in the performance and exercise therof;

"Position Class", same as "Class" (a class may include only on position, in which event it is defined as a "single position class").

"Promotion", a change from a position of lower class and compensation grade to a position with greater responsibilities in a higher class and compensation grade; "Range", the dollar difference between minimum and maximum rates;

"Rate", a sum of money designated as compensation for personal services on an hourly, weekly, monthly, annual or other basis;

"Salary Schedule", Schedule B, C, D, and E of Section 20;

"Single Rate", a rate for designated position class which is not in a range;

"Special Position", a position calling for part-time employment which, although constituting continuous employment, is not rendered during perscribed working hours, daily, weekly or annually, but is rendered as required, according to the demands for such service;

"Step Rate", rate in a range of a compensation grade; "Temporary Employee" (1) an employee retained in a temporary position as defined above;

(2) any employee holding a temporary appointment under Civil Service Law who does not also have permanent status thereunder;

"Temporary Position" or "Seasonal Position", any position in the Town service which requires or is likely to require the service of one incumbent for a period not

exceeding six calendar months; either on a full-time or part-time basis;

"Town", the Town of Southborough.

SECTION 2. TITLES OF POSITIONS

No persons shall be appointed, employed or paid as an employee in any position subject to the provisions of the Salary Administration Plan under any title other than those of the Classification Schedule, or under any title other than that of the job, the duties of which are actually performed. The job title in the Classification Schedule of the Plan shall be the official title for all purposes having to do with the position and shall be used to designate the position in all payrolls, budget estimates and official reports, and in every other connection involving personnel and fiscal processes.

SECTION 3. NEW OR CHANGED POSITIONS

Whenever a new position is established, or the duties of an existing position are so changed that a new level of work demand exists and in effect a new position is created, upon presentation of substantiating data satisfactory to the Personnel Board, the Board shall rate such new or changed position and allocate it to its appropriate compensation grade and establish the rate range therefore.

SECTION 4. RECLASSIFICATION OF EMPLOYEES

No position may be reclassified to a classification in another compensation grade, either higher or lower, until the Personnel Board shall have determined such a reclassification will be consistent with the provisions of the Salary Administration Plan.

SECTION 5. JOB DESCRIPTIONS AND INTERPRETATIONS

The Personnel Board shall maintain written job descriptions of the position classes in the Classification Sched-

ule of the Plan, each consisting of a statement describing the esential nature of the work and characteristics that distinguish theclass from other classes. The description for any class shall be construed solely as a means of identification and not as prescribing what the duties or responsibilities of any position shall be, or as modifying, or in any way affecting the power of any administrative authority, as otherwise existing, to appoint, to assign duties to, or to direct and control the work of any employee under the jurisdiction of such authority.

SECTION 6. WAGES

(a) The weekly pay period shall begin at 12.01 A. M. Sunday and shall end at 12.00 P. M. the following Saturday.

(b) Employees in the clerical and operating groups shall be paid time and one-half for all hours worked in excess of forty (40) in a week, provided such hours of work have been authorized by the department head.

(c) Employees in the weekly and public safety groups except Superintendents, Chief of Police, Chief of Fire Department, the Town Accountant and the Librarian shall be paid time and one-half for hours worked in excess of the regular scheduled work week. The regular work week for the purpose of t his determination shall be forty (40) hours except for Fire Department eligible personnel. For the latter, the determination is based on the regularly scheduled work week or forty-eight (48) hours, whichever is greater.

In addition, all service outside of or out of turn of an employee's regular scheduled tour of duty shall be at the overtime rate. If any employee is recalled to duty hereunder, he shall be paid at the

overtime rate for all such time and shall be guaranteed a minimum of four (4) hours overtime recall pay. For the Fire Department, in case of false alarm, guaranteed overtime pay shall be limited to one (1) hour. The rate shall be determined by dividing his regular weekly compensation by the employees regular scheduled hours of employment.

(d) The Salary Schedule of the Salary Administration Plan set forth as Schedules B, C, D, and E of Section 20 of this by-law, shall consist of the maximum and minimum salaries, step-rate salaries or single rate salaries for the positions in the Classification Schedule. The salary range of a compensation grade shall be the salary range for all position classes allocated to the grade.

SECTION 7. SALARY RATES ABOVE MAXIMUM

Any salary rate which is above the maximum rate for a job, as established by this Salary Administration Plan, shall be deemed to be a personal rate, and apply only to the incumbent when such incumbent leaves the employ of the Town or is transferred to another job with a higher maximum rate than his personal rate or higher maximum rates are established, the personal rate shall disappear. No other employee assigned to, or hired for, such job shall advance beyond the maximum of the job.

SECTION 8. ADJUSTMENT POLICIES

(a) Every employee subject to this plan who is in the continuous full-time service of the Town, computed from the date of his latest employment, and who has a satisfactory performance record, shall be eligible annually, one year from the date of the latest increase, for consideration for advance to the next higher step rate, but not more than one step rate in any one twelve-month period

until the maximum for his job is reached, subject to the approval of his department head and the Personnel Board. Any employee denied such an increase has the right of appeal to the Personnel Board, which shall confer with both the employee and the department head, and shall decide the matter. All adjustments shall be approved in advance by the Personnel Board.

(b) Regular part-time employees, for whose positions step rates are provided, shall be eligible for consideration for increases on the same basis as provided for full-time personnel in clause (a) of this section. Special, casual and other part-time personnel for whose positions there is a single rate shall not be eligible for step rate increases.

SECTION 9. TRANSFERS AND PROMOTIONS

(a) When an employee is promoted to a job with a higher rate range, or rate of pay, he shall enter at the minimum of the job rate range or at his own rate, whichever is the higher, but in no event at a rate in excess of the maximum for such job. He may also receive at the time a one step rate increase, provided the maximum for the job is not exceeded, if the department head recommends thatqualifications and performance warrant it, and the Personnel Board approves. If the department head should feel that there should be a trial period before recommending the promotional one step rate increase, on recommendation of the department head, the Personnel Board may approve such a deferred promotional increase at the conclusion of the trial period.

(b) If an employee is transferred to a job with a lower rate range, or rate of pay, he shall enter it at his own rate or at the maximum rate for the job,

whichever is lower, providing the Personnel Board approves. The employee shall have a right to appeal to the Personnel Board and to be heard thereon, and the Personnel Board shall decide the matter.

SECTION 10. NEW PERSONNEL

(a) The hiring rate shall be the minimum of the rate range of the job for which the new employee is hired, unless otherwise authorized by the Personnel Board. Department heads shall notify the Personnel Board of the hiring of all new personnel and their hiring rates.

(b) For new regular and full-time and new regular part-time personnel for whose positions there is a rate range and step rates, the first six months of employment shall be a probationary period, at the end of which the employee may advance one step rate, provided the department head and the Personnel Board decide his performance warrants it. He shall thereafter be reviewed for a step rate increase each year on his anniversary date. This probationary step rate increase shall apply only at the start of employment and shall not apply in case of transfer or promotion from one job to another.

SECTION 11. DEPARTMENT BUDGETS

Each department head shall include in the annual budget a pay adjustment section to provide funds for anticipated pay adjustments during the ensuing year, expenditures to be made therefrom only in accordance with the Salary Administration Plan with the approval of the Personnel Board.

SECTION 12. "FRINGE" BENEFITS

So-called "fringe" benefits, such as holidays and vaca-

tions with pay, sick leave and other such matters, are a cost item to the Town and a form of "indirect pay", and included in the coverage of the Salary Administration Plan, both those included in the Plan at its adoption and any other which may be included in the future.

A. HOLIDAYS WITH PAY:

(1) All regular full-time employees shall receive one day's pay at regular straight time for the following state legal holidays:

New Year's Day	Labor Day
Washington's Birthday	Columbus Day
Patriot's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

(2) To be eligible for such holiday pay, an employee shall have worked on the regularly scheduled work day next preceding, and shall have worked, or have satisfactorily presented himself for work, on the regularly scheduled work day next following the holiday, or shall have been in full pay status on the day preceding and the day following.

(3) In the case of the Police Department or other departments whose personnel is subject to duty seven days a week, those employees who are required to work on said holiday shall be paid, in addition to regular weekly compensation, an additional day's pay, unless the employee elects to take an additional day off and the same can be granted by the department without interference with personnel scheduling; provided that in the case of an employee whose regular day off or vacation day falls an any holiday, an additional day off shall be allowed or payments in lieu of one day shall be allowed at the election of the employee. Such day's pay shall be one fifth of his regular weekly salary.

Details as to administrative policies and practices relative to holidays with pay shall be prepared and established under the direction of t he Personnel Board.

B. VACATIONS WITH PAY:

(1) Regular full-time employees who have been in the contonuous employ of the Town, as such, shall be paid their regular week's pay or portion thereof as vacation pay in accord with the following schedule:

6 months	as of July 1	1 week
1 year	as of July 1	2 weeks
7 years	as of July 1	3 weeks
20 years	as of July 1	4 weeks

(2) Vacations shall be granted by department heads at such times as, in their opinion, will cause the least interference with the performance of the regular work if the departments. Vacations must be taken in the year in which they are due, and shall not accumulate from year to year..

(3) If, in the opinion of the department head, there are unusual circumstances which warrant it, an employee may, upon request, continue at work and receive vacation pay in lieu of his vacation.

(4) In the event of termination of employment, which is caused through no fault of the employee, or by reason of retirement, the employee shall be paid, or be entitled to time off with pay, for any accumulated vacation prorated on the basis of service since the employee's preceding vacation. In the event of the death of an employee, any accumulated vacation pay shall be paid to his estate.

(5) Call personnel of the Fire Department shall be entitled to take vacations on the above basis without loss of pay.

(6) Vacation administrative policies and practices shall be prepared and established under the direction of the Personnel Board.

C. SICK LEAVE

(1) All regular full-time employees shall be entitled to fifteen days' sick leave per year, accumulative for a period of seven years' continuous service or a maximum of 105 days. Pay for each day of sick leave shall be at the rate of a regular day's pay. Absences on account of sickness in excess of that authorized may, at the discretion of the department head and the Personnel Board, be charged to vacation leave. Sick leave shall be payable only in cases of bona fide illness of non-work-connected accident.

(2) Employees who because of sickness of a non-work-connected accident are absent for a period of more than two days shall be required to present a doctor's certificate to their department head stating reason and period of time the employee will be absent from his work. The above section is not to be construed by any employee or department head for time off for any sickness caused by over-indulgence in alcohol of narcotics or by his or her misconduct.

(3) Details as to sick leave administrative policies and practices shall be as prepared and established under the direction of the Personnel Board.

D. WORKMEN'S COMPENSATION (Section 12 "Fringe" Benefits)

Present practices now followed by the Town related to Workmen's Compensation shall continue unchanged.

E. MILITARY LEAVE

An employee in full-time employment in the military reserve shall be paid the difference between compensation received while on reserve duty and regular compensation rates paid the the employee by the Town. Such payment by the Town shall be limited to a period not to exceed two weeks in any twelve-month period and shall not include payment to members of the National Guard who may be mobilized during an emergency in the Commonwealth.

F. JURY DUTY

If an employee is called to jury duty, he shall receive an amount equal to the difference between his normal compensation and the amount (excluding any travel allowance) received from the court, upon presentation of evidence or the amount paid by the court.

G. MISCELLANEOUS PAID TIME OFF

Working time lost from regularly scheduled work days for reasons listed below shall be without loss of pay, provided such lost time is with authorization of the department head:

(1) Bereavement Leave: In the event of the death of a spouse, father, mother, children, fatherin-law, mother-in-law, brother or sister, or of any person residing with the family of an employee, such employee shall be entitled to receive three (3) day's leave for the purpose of the funeral arrangements and burial of said deceased. In the

event that travel is required out of State, the department head in his or her discretion may authorize two (2) additional days for travel time.

(2) Inoculation required by Municipal Employer.

(3) Red Cross blood donation authorized by the Department.

(4) Promotional examinations conducted under the rules for promotion to any position in the municipal employment.

(5) Medical examinations for retirement purposes.

(6) Attendance at educational programs required or authorized by Town or Department.

H. COURT TIME PAY (Section 12 "Fringe" Benefits)

An employee on duty at night or on vacation, furlough or day off, who attends as a witness or other capacity in the performance of his duty for or in behalf of the Commonwealth or the Town in any criminal case pending in any Court or before any official governmental board or agency shall be entitled to overtime compensation for every hour or fraction thereof during which he was in such attendance or appearance, but in no event less than three (3) hours of such overtime pay.

SECTION 13. LEAVE OF ABSENCE.

Leave of absence for valid reasons may be granted by by a department head, but shall be without compensation. Leaves of absence may not be granted to seek other employment.

Leaves of absence of over three months' duration, ex-

cept military leave, shall be considered a break in employment, and on return to work the employee shall have the status of a new employee unless an extension of leave beyond three months has been authorized by the Personnel Board.

SECTION 14. PERSONNEL BOARD.

There shall be a Personnel Board to administer the Salary Administration Plan, said Board to be appointed by the Moderator, consisting of five (5) voters other thon employees of the Town or those regularly serving the Town in any elective or appointive capacity. They shall serve without compensation.

Future appointments shall be for three years. Any vacancies shall be filled by the Moderator. All members shall continue to hold office until their successors have been appointed and qualified. The Personnel Board may employ assistance and incur expenses as it deems necessary, subject to appropriation for funds therefor.

SECTION 15. DUTIES OF THE PERSONNEL BOARD

(a) The Personnel Board shall administer the Salary Administration Plan and shall establish such policies, procedures and regulations as it deems necessary for the administration of the Plan.

(b) The Board shall annually, in June, meet and organize by the choice of a Chairman and Clerk. A majority of the Board shall constitute a quorum for the transaction of business. The votes of the majority of all the members of the Board shall be necessary on any matter upon which it is authorized to, or required to, pass under the Salary Administration Plan.

(c) The Personnel Board shall have maintained records of all employees subject to this Plan, in-

cluding therein such information as it deems desirable, such records to be kept by the Town Accountant, under the direction of the Board. Department heads shall furnish such information as shall be requested by the Board. The Town Accountant shall also check on matters covered by the Plan and shall bring any deviations to the attention of the Board prior to payment.

(d) The Personnel Board, from time to time, shall review the work of all positions subject to the Salary Administration Plan. The Personnel Board may tentatively add a new class to the Classification Schedule or reallocate an existing class to a different compensation grade, either higher or lower, subject to the subsequent ratification of its action by formal amendment of the Salary Administration Plan at the next annual town meeting.

(e) The Personnel Board shall, from time to time, review the Salary Schedule and administration policies of the Salary Administration Plan. It shall keep informed as to pay rates and policies outside the services of the Town, and shall recommend to the Town any action which it deems desirable to maintain a fair equitable pay level.

(f) Upon recommendation of a department head, supported by evidence in writing of special reasons and exceptional circumstances satisfactory to the Personnel Board, said Board may authorize an entrance rate higher than the minimum rate for a position, and such other variances in the Salary Administration Plan as it may deem necessary for the proper functioning of the services of the Town, and to effectuate the basic intent of the Plan.

(g) The Personnel Board shall make an annual report to the Town, including recommendations on any matters related to the Plan which it feels should be considered by theTown.

SECTION 16. EMPLOYEES AND THE PERSONNEL BOARD

All employees shall have right to request an appointment to confer with the Board on any matter which is of interest or concern to them and which is covered by the Salary Administration Plan. As a matter of courtesy to the department head, the employee shall notify him in advance of his desire to discuss the matter with the Board. One of the duties of the Board shall be to foster mutual understanding and goodwill with the personnel of the Town.

To facilitate this, if any employee should feel aggrieved by the operation of any provision of the Plan, he shall first discuss the matter with his department head, in a mutual effort to clear up any problems or misunderstaanding.

If two weeks after such a conference, a satisfactory understanding and solution of the problem has not been reached, then either the department head or the employee may take the matter to the Board. The Board shall hear the parties not later than its next regular meeting. There shall be no discrimination or prejudice by any department head against any employee who may take a matter to the Board.

SECTION 17. AMENDMENT OF THE PLAN

The Salary Administration Plan may be amended in the same manner in which the Town by-laws may be amended in the same manner in which the Town by-laws may be amended; provided, however, that no admendment to the Plan shall be made until it has been presented by signed petition addressed to and submitted to the Personnel Board, and acted upon by the Board. Upon receipt of such a written

petition, the Board, after giving the petitioners, the heads of departments and employees affected at least three days' written notice, shall hold a hearing of the parties interested to consider the proposed amendment. If the Personnel Board shall approve any such proposed amendment, it shall take the proper steps to bring the proposed amendment before the next annual town meeting for its consideration and action. If the Personnel Board shall disapprove any such proposed amendment, and failure to act thereon within fifteen days after the hearing shall be deemed disapproved, the petition may then be presented to the next annual town meeting for its consideration and action, if so desired. The Board of its own motion, after a similar hearing and/ or conference with the parties interested, may propose an amendment to the Plan.

SECTION 18. CIVIL SERVICE LAW

Nothing in this by-law, or in the Salary Administration Plan, shall be construed to conflict with Chapter 31 of the General Laws, which is the Chapter dealing with the Civil Service Law.

SECTION 19. SEPARABILITY PROVISION

In the event that any provision of this by-law, or application thereof, shall be held to be invalid by the proper authorities, this shall not be construed to affect the validity of any other provision, or application thereof, of this by-law.

SECTION 20. POSITION CLASSES, SALARY, WAGE AND MISCELLANEOUS SCHEDULE

SCHEDULE A

Class	Title	Compensation Grade
	Weekly Group	
	Cemetery Superintendent	S-7
	Children's Librarian	S-5
	Highway Superintendent	S-10
	Librarian	S-7
	Town Accountant (part time)	S-9
	Water Superintendent	S-10
	Clerical Group	
	Junior Clerk	S-1
	Library Assistant	S-2
	Secretery to Selectmen	S-7
	Senior Clerk	S-3
	Operating Group	
	Heavy Motor Equipment Operator	W-4
	Laborer	W-1
	Leadman	W-5
	Maintenance Craftsman	W-4
	Maintenance Man	W-3
	Motor Equipment Operator	W-3
	Skilled Laborer	W-2
	Superintendent of Insect Pest Control	W-3
	Public Safety Group	
	Patrolman	PS-7
	Firefiighter	PS-7
	Police Sergeant	PS-8
	Fire Captain	PS-8
	Police Chief	PS-10
	Fire Chief	PS-10

SCHEDULE B.

WEEKLY SALARY SCHEDULE

Compensation Grade		Min.	2	3	4	Max.
S-1	(Hourly)	1-93	2.04	2.16	2.28	2.40
S-2	(Hourly)	2.16	2.28	2.40	2.53	2.65
S-3	(Hourly)	2.33	2.47	2.61	2.77	2.92
S-4	(Hourly)	2.58	2.74	2.89	3.06	3.21
S-5	(Weekly)	112.23	119.24	126.45	133.67	140.88
S-6	(Weekly)	126.21	132.72	139.86	147.20	154.76
S-7	(Weekly)	138.82	146.13	153.83	161.92	170.47
S-8	(Weekly)	152.72	160.78	169.24	178.14	187.52
S-9	(Weekly)	167.99	176.84	186.14	195.95	206.27
S-10	(Weekly)	191.69	202.59	213.50	224.40	235.31

SCHEDULE C. HOURLY WAGE SCHEDULE

Compensation Grade	Min.	2	3	Max.
W-1	2.40	2.57	2.73	2.87
W-2	2.56	2.72	2.89	3.09
W-3	2.82	3.00	3.20	3.39
W-4	3.10	3.31	3.53	3.75
W-5	3.36	3.62	3.87	4.15

SCHEDULE D. PUBLIC SAFETY GROUP

Compensation Grade	Min.	2	3	4	Max.
PS-7	146.35	154.70	163.03	171.37	179.72
PS-8	163.96	173.29	182.62	191.95	201.27
PS-10	191.69	202.59	213.50	224.40	235.31

MISCELLANEOUS PUBLIC SAFETY COMPENSATION

Fire Department

Call Deputy Fire Chief (p.t.)	588.00	(Annual)
Call Fire Captain (p.t.)	357.00	(Annual)
Call Fire Lieutenant (p.t.)	299.25	(Annual)
Call Fire Fighter (p.t.)	239.40	(Annual)

Brush and Forest Fire

Call Officers (p.t.)	2.92	(Hourly)
Call Fire Fighters (p.t.	2.78	(Hourly)
Police Matron (p.t.)	3.20-3.72	(Hourly)
Reserve Patrolman (p.t.)	3.20-3.72	(Hourly)
Spare Patrolman (p.t.)	3.03	(Hourly)

EDUCATIONAL INCREMENT

All full-time employees in the Public Safety Group (Schedule D) shall receive remuneration in addition to their annual salary as a reward for furthering their education in the field of public safety as follows:

Associate Degree	$300.00 per annum
Bachelor's Degree	600.00 per annum

SCHEDULE E. MISCELLANEOUS COMPENSATION SCHEDULE

General Group

Agent, Board of Health (p.t.)	$105.00	(Annual
Animal Inspector (p.t.)	157.50	(Annual)
Civil Defense Director (p.t.)	210.00	(Annual)
Clerk, Advisory Board (p.t.)	315.00	Annual)
Clerk, Board of Registrars (p.t.)	4.20	(Annual)

Custodian, Fay Library (p.t.)
1152.00 - 1207.00 - 1393.00 - 1533.00 (Annual)

Custodian, Fayville Vollage Hall (p.t.)
$927.00 - 1021.00 - 1122.00 - 1234((Annual)

*Custodian, Town Hall (p.t.)

	$927.00 - 1021.00 - 1122.00 - 1234	(Annual)
Dog Officer (p.t.)	$420.00	(Annual)
Election Warden (p.t.)	2.40	(Hourly)
Election Worker (p.t.)	2.06	(Hourly)
Library Page (p.t.)	1.31 - 1.58	(Hourly)
Registrar of Voters (p.t.)	52.50	(Annual)
Slaughtering Inspector (p.t.)	157.00	(Annual)
Town Counsel (p.t.)	Retainer 525.00	(Annual plus fees)
Veterans' Agent and Director of Veterans Services (p.t.)		
	$1890.00 - 2100.00 - 2310.00 - 2520.00	(Annual)

VOTED: By a Majority vote that the Town amend the Town By-Laws as printed in Article 10 as shown directly above.

ARTICLE 10a. To see of the Town will vote to amend the Town By-Laws which apply to the "Salary Administration Plan of the Town of Southborough" Section 14 thereof — Personnel Board, by striking the first paragraph of said section and inserting in place thereof the following:

"There shall be a Personnel Board to administer the Salary Administration Plan, said Board to be appointed by the Moderator consisting of five (5) voters, not more than two (2) of which may be employees of the Town and none of which shall be an officer or member of the Board of the Town regularly serving in any elective or appointive capacity. They shall serve wihout compensation, or do or act anything in relation thereto."

A motion in the words of ARTICLE 10a was **defeated.**

*This was the Addition which was accepted by vote on Page 1 of this transcript of the March 8, 1971 Session — Annual Town Meeting — Town of Southborough.

ARTICLE 11. To see if the Town will vote to amend

Section 20 of the Salary Administration Plan By-Law as follows:

(a) By striking from Schedule A — Public Safety Group the compensation grade of PS-7, PS-8 and PS-10 for Patrolman, Police Sergeant and Police Chief and inserting in place thereof a new compensation grade of P-7, P-8, P-10.

(b) By adding to Schedule D Public Safety Group the following:

Compensation

Grade	Min.	2	3	4	Max.
P-7	150.00	165.00	180.00	190.00	200.00
P-8	175.00	190.00	205.00	220.00	232.00
P-10	190.00	210.00	225.00	245.00	260.00

or do or act anything in relation thereto.

NOTE: Attorney Robert L. Weiss (attorney for Southborough Police Association) requested permission to speak to the Town Meeting.

Vote taken to allow Attorney Weiss to speak:

For: 192 Against: 141

Attorney Weiss was allowed to address the Town Meeting in support of ARTICLE 11 (as shown above).

Motion made to take vote on Article 11 by secret ballot.

Vote taken on motion for **secret ballot vote** on Article 11 — **defeated** by following vote:

For: 80 Against: 242

Question called and **Article 11** (as shown above) was **defeated** by majority vote.

ARTICLE 12. To see if the Town will vote to amend Section 6, Wages, Paragraph (c) of the Salary Administration Plan of the Town of Southborough by deleting the second sentence and inserting in its place thereof: "The regular work week for the purpose of this determination shall not exceed 40 hours, except for Fire Department eligible personnel.' Add to the third sentence thereof the following "each member of the Police Department shall receive no less than 121 regular days off yearly, characteristic of the four and two work schedule so-called and no less than two consecutive days off weekly, each such member to work not more than forty active working hours a week on a regularly scheduled basis," or do or act anything in relation thereto.

ARTICLE 12, DEFEATED by majority vote.

ARTICLE 13: To see if the Town will vote to raise such sums of money as may be necessary, for the Town's use, and make appropriations of the same, or do or act anything in relation thereto.

VOTED BY UNANIMOUS VOTE that the sum of $2,694,750.72 be raised and appropriated and that the sum of $30,000.00 be transferred from Overlay Reserve and appropriated, these sums to be used for the purpose of operation of General Government in the Town as follows:

BUDGET B

1. Advisory Committee		
Wages—Clerical	$645.47	
Other Expenses	110.00	
		$755.47
2. Selectmen		
Wages—Clerical	$15,248.20	
Other Expenses	17,472.40	
		$32,720.60

3. Accounting Dept.		
Wages—Clerical	$5,834.13	
Other Expenses	366.00	
		$6,200.13
4. Treasurer		
Wages—Clerical	$4,964.44	
Other Expense	2,607.25	
		$7,571.69
5. Collector		
Wages—Clerical	$5,841.13	
Other Expenses	3,587.00	
		$9,428.13
6. Town Clerk		
Wages—Clerical	$1,708.76	
Other Expenses	1,486.10	
		$3,194.86
7. Election & Registration		
Wages—Clerical	$1,066.03	
Wages—Registrars & Clerk	557.50	
Wages—Election Officials	1,245.00	
Other Expenses	4,215.00	
		$7,083.53
8. Assessors		
Wages—Clerical	$6,099.25	
Other Expenses	5,173.60	
		$11,272.85
9. Legal Dept.		
Wages	$518.50	
Other Expenses	7,350.00	
		$7,868.50

10.	Town Hall		
	Wages	$1,219.06	
	Other Expenses	4,655.00	
			$5,874.06
11.	Planning Board		
	Wages—Clerical	$609.53	
	Other Expenses	798.60	
			$1,408.13
12.	Board of Appeals		
	Wages—Clerical	$1,037.50	
	Other Expenses	800.00	
			$1,837.50
13.	Police Department		
	Wages—Clerical	$207.50	
	Wages	101,852.68	
	Other Expenses	17,539.40	
			$119,599.58
14.	Fire Dept.		
	Wages—Permanent Men	$77,408.70	
	Wages—Call & Clerical	12,258.06	
	Other Expenses	13,431.00	
			$103,097.76
15.	Insect Pest Control		
	Wages	$2,407.84	
	Other Expenses	4,650.00	
			$7,057.84
16.	Tree Warden		
	Wages	$2,865.99	
	Other Expenses	7,111.35	
			$9,977.34

17. Cemetery		
Wages	$24,936.31	
Other Expenses	1,310.70	
		$26,247.01
18. Civil Defense		
Wages	$649.25	
Other Expenses	3,449.00	
		$4,098.25

* Item 11—Correction of item Total—(as shown hereon) voted.

19. Board of Health		
Wages	$850.75	
Other Expenses	22,358.00	
		$23,208.75
20. Inspector of Animals		
Wages	$155.63	
Other Expenses	35.00	
		$190.63
21. Street Lights		
Electricity		$26,000.00
22. Highway—Snow Removal		
Wages	$15,095.62	
Other Expenses	17,700.00	
		$32,795.62
23. Highway—Special Maintenance		
Wages	$30,731.79	
Other Expenses	15,570.00	
		$46,301.79

24.	Veterans Services		
	Wages	$3,618.80	
	Other Expenses	28,160.00	
			$31,778.80
25.	School (Southborough) *		
	Administration	$21,168.91	
		801,535.33	
	(see detail below)	Less 5,389.36	
	Instruction—Totals	796,145.97	
	Oper. & Maint.	103,114.40	
	Other Services	99,002.35	
		1,019,431.63	
	(Detail of deductions)		
	Funds from PL 874	4,295.00	
	Funds from PL 864	430.50 Title V	
	Funds from PL 864	663.86 Title III	
	est.	(5,389.36 as shown)	
26.	Vocational Education		
	Transportation	$3,450.00	
	Tuition	20,600.00	
			$24,050.00
27.	Regional High School Assessment		
	Assessment		$486,045.14
28.	Regional Vocational High School Assessment		
	Assessment		$5,355.88
29.	Southborough Library **		
	Wages	$19,661.11	
	Other Expenses	** 7,730.83	
			** $27,391.94

30. Water Department		
Wages	$49,570.95	
Other Expenses	50,722.70	
		$100,293.65
31. Reserve Fund		
(Not in Tax Levy)		
To be transferred from Overlay Reserve Transfers		$30,000.00
32. Dump Maintenance ***		
Wages	8,223.60	
Other Expenses	*** 11,360.00	
		$19,583.60

*Item 25—Motion that the School Committee Budget be referred back to the School Committee for further consideration and possible reduction was defeated by majority vote.

**Item 29—Motion voted to change "Item Other Expenses and Item Total" due to transfer of dog money voted under Article 5 of this Warrant. (Figures correct as shown above.)

***Item 32—Motion voted to amend amount printed for item "Other Expenses" be reduced by $10,000.00 to $11,360.00 and the printed item "Total" be reduced to $19,583.60. AMENDMENT PASSED BY A MAJORITY VOTE. (Figures correct as shown above.)

33. Fayville Village Hall Maintenance		
Wages	$1,061.83	
Other Expenses	1,875.00	
		$2,936.83
34. Town Reports		
Expenses		$3,600.00

35.	Insurance		
	Premiums		$48,350.00
36.	Gasoline		$10,000.00
37.	Industrial Commission		
	Wages—Clerical	0.00	
	Other Expenses	1,050.00	
			$1,050.00
38.	Interest on Debt		$120,835.00
39.	Debt Retirement		$214,000.00
40.	Recreation & Town Grounds Maint. *		
	Wages	$8,040.62	
	Other Expenses	14,353.45	
			$22,394.07
41.	Building Department		
	Inspection Fees	$9,500.00	
	Other Expenses	300.00	
			$9,800.00
42.	Personnel Board **		
	Wages—Clerical	$1,120.50	
	Other Expenses	300.80	
			** $1,421.30
43.	Moderator		
	Expenses		$25.00
44.	Conservation Commission		
	Wages	$60.17	
	Other Expenses	242.00	
			$302.17

45.	Dog Officer		
	Wages	$415.00	
	Other Expenses	2,345.00	
			$2,760.00
46.	Historical Commission		
	Wages	0.00	
	Other Expenses	65.00	
			$65.00
47.	Highway—Drainage Projects		
	Wages	$24,199.69	
	Other Expenses	25,291.00	
			$49,490.69

*Item 40—Motion made to amend the amount printed for item "Other Expenses" be reduced $6,067.45 to $8,286.00, and the printed item "Total" be reduced to $16,326.62. This is in agreement with the Advisory Committees recommendation printed in the copies of the Warrant. The above The above motion was defeated by the following vote: For reduction, 112; Against reduction, 168. (Figures are correct for Item 40 as shown above.)

** Item 42—Motion to correct item "Total" from $1,420.50 (as shown in Warrant) to $1,421.30—**Passed by by Unanimous Vote.**

ARTICLE 14: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Thirty-Seven Thousand Three Hundred Forty Dollars and .31-100 ($37,340.31) to pay a portion of the expense of the Worcester County Retirement System, of which the Town is a member, and as required by the Worcester County Commissioners, or do or act anything in relation thereto.

VOTED UNANIMOUSLEY: That the sum of Thirty-Seven Thousand Three Hundred Forty and .31-100 Dollars ($37,340.31) be raised and appropriated to pay a portion of the expenses of the Worcester County Retirement System as required by the Worcester County Commission.

ARTICLE 15: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Two Thousand Five Hundred Dollars ($2,500.00) to be used to repair or replace Town property or equipment which has been destroyed or damaged as a result of accident or casualty, for which a third party is liable and for which the Town is entitled to be reimbursed for damages caused as a result of such accident or casualty, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Two Thousand Five Hundred Dollars ($2,500.00) be transferred from available funds and appropriated, and that the same be kept in separate fund under the control and supervision of the Selectmen, to be used for the purpose of making repairs and replacing Town property and equipment which has been destroyed or damaged as a result of accident or other casualty.

ARTICLE 16: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Five Thousand Four Hundred Ninety-Nine. 90/100 Dollars ($5,499.90) for the purpose of hiring Consulting Engineers, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Five Thousand Four Hundred Ninety-Nine and .90/100 ($5,-499.90) Dollars be transferred from Surplus Funds and that the unexpended balance remaining in the appropriation made under Article 14 of the Warrant of the Town Meeting of March of 1970 be added thereto in the total sum of One Thousand Five Hundred and .10/100 ($1,500.10) Dol-

lars and that the total sum of Seven Thousand Dollars ($7,000.00) be appropriated for the purpose of hiring Consulting Engineers and further that said total sum be allocated as follows:

$2,000.00 to the Board of Selectmen
$1,500.00 to the Planning Board
$1,500.00 to the Water Board
$2,000.00 to the Board of Health

to provide said Boards with suitable and adequate engineering services.

ARTICLE 17: To see if the Town will vote to raise and appropriate, or transfer from any of its available funds and appropriate, the sum of Seven Hundred Dollars ($700.00) to defray expenses of the Memorial Day Exercises on May 31, 1971. Observance exercises are to be under the auspices of the Bagley-Fay Post No. 161, American Legion, and Choate Post No. 3276, Veterans of Foreign Wars, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Seven Hundred Dollars ($700.00) be raised and appropriated for the purpose of paying the expenses of Memorial Day Exercises on May 31, 1971, which exercises are to be conducted under the auspices of the Bagley-Fay Post No. 161 of the American Legion, and Choate Post No. 3276 of the Veterans of Foreign Wars.

ARTICLE 18: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Nine Thousand Five Hundred Dollars ($9,500.00) to be used for Chapter 81 Highways, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Nine Thousand Five Hundred Dollars ($9,500.00) be transferred from Available funds in the Town Treasury and that the same be appropriated for the work to be done on Chap-

ter 81 Highways. (Note: See Substitute Motion—Article 18 —page 103 of this transcript.)

ARTICLE 19: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Thirteen Thousand Seven Hundred Fifty Dollars $13,750.00) to be used for Chapter 81 Highways, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Thirteen Thousand Seven Hundred Fifty Dollars ($13,750.00) be transferred from available funds in the Town Treasury and that the same be appropriated for the work to be done on Chapter 81 Highways to meet the State's share of the cost of such work, and that upon receipt of reimbursement from the State, that the same be placed in the Town Treasury.

ARTICLE 20: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Five Hundred Fifty Dollars (4,550.00) for Chapter 90 Construction, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Four Thousand Five Hundred Fifty ($4,550.00) Dollars be raised and appropriated for Chapter 90 Construction, or do or act anything in relation thereto.

ARTICLE 21: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and approproate the sum of Thirteen Thousand Six Hundred Fifty Dollars ($13,650.00) for Chapter 90 Construction, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Thirteen Thousand Six Hundred Fifty Dollars ($13,650.00) be transferred from available funds in the Treasury and that same be appropriated for Chapter 90 Construction work, such appropriation to meet the share of the State and County for

the cost of the work; and that upon receipt of reimbursement from State and County that the same be placed in the Town Treasury.

ARTICLE 22: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Two Thousand Seven Hundred Dollars ($2,700.00) for Chapter 90 Maintenance, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Two Thousand Seven Hundred ($2,700.00) Dollars be raised and appropriated for the maintenance of Chapter 90 Highways.

ARTICLE 23: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Fifty-Four Hundred Dollars ($5,400.00) to be used for Chapter 90 Maintenance, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Five Thousand Four Hundred Dollars ($5,400.00) be transferred from available funds in the Treasury and that the same be appropriated for the maintenance of Chapter 90 Highways, such appropriation to meet the share of the State and County for the cost of the work, and that upon reimbursement by the State and County that the same be placed in the Town Treasury.

MOTION TO RECONSIDER ARTICLE 18 (page 102 of this transcript) Voted Unanimously.

SUBSTITUTE MOTION — ARTICLE 18: That the sum of $9,500.00 be raised and appropriated for the work to be done on Chapter 81 Highways.

VOTED UNANIMOUSLY TO ACCEPT SUBSTITUTION MOTION—ARTICLE 18 as shown directly above.

ARTICLE 24: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Six Thousand Dollars ($6,000.00) for Highway Equipment Maintenance, or do act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Six Thousand ($6,000.00) Dollars be transferred from available funds and that the same be appropriated for Highway Equipment Maintenance.

Motion made at 10:47 p. m. that the Meeting be adjourned until 7:30 p. m., Tuesday, March 9, 1971 at the Woodward School, Southborough, Massachusetts.

Meeting adjourned at 10:48 p. m.

A true copy:

Attest:

PAUL J. BERRY, Town Clerk

Adjourned Annual Town Meeting

March 9, 1971 Session

At the adjourned Annual Town Meeting duly called and held in the A. S. Woodward Memorial School, Southborough, on March 9, 1971 at 7:30 p. m. the following Articles were voted upon in a legal manner.

There was a quorum present. (150 voters equals quorum) Total 218 voters.

The meeting was called to order at 7:40 p. m. by Town Moderator, Charles B. Swartwood, III.

Checkers were: Mrs. Gladys R. Binder, Miss Eileen L. Salmon, Mrs. Avis H. Cummings, Mrs. Benita M. Hubley.

The following Tellers were appointed by Town Moderator Swartwood and sworn in by Town Clerk, Paul J. Berry:

Mrs. Patricia E. Boyle, 47 Deerfoot Road
Mr. Owen Williams, 9 Woodland Road
Mr. Edwin C. Williams, Jr., 23 John Street
Mr. Roger W. Maconi, 14 Ward Road

Moderator Swartwood had requests from the following nonvoters to attend this adjourned Annual Town Meeting:

Attorney William F. Brewin, Town Counsel

Mrs. Carole J. Maconi, Reporter-Marlborough Enterprise

There being no objections from the floor, it was voted to allow the above nonvoters to remain.

The boundaries of the hall were outlined by the Moderator to include all of the floor area—with the exception of the bleachers on the left of the room—which were for the nonregistered (nonvoting) public.

Moderator Swartwood noted the receipt of the return of the posting of the Town Warrant and the notice for this adjourned Annual Town Meeting by the Constable.

ARTICLE 25: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to purchase a Brush Chipper to be used by the Town and that the Selectmen be authorized to enter into contracts for the purchase thereof, or do or act anything in relation thereto.

VOTED by majority voice vote: That the sum of Four

Thousand One Hundred Dollars ($4,100.00) be transferred from Surplus Funds and appropriated for the purpose of purchasing a Brush Chipper to be used by the Town and that the Selectmen be authorized to enter into contracts for the purchase thereof.

NOTE—re Article 25: Majority voice vote challenged and therefore hand count taken. Results of hand count were as follows:

Vote for purchase: 149 Against purchase 33

ARTICLE 25—Motion Carried as stated above.

ARTICLE 26: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money for the purpose of purchasing a rubbish collection truck fully equipped and that the Selectmen be authorized to enter into contracts for the purchase thereof, or do or act anything in relation thereto.

DEFEATED by majority vote—ARTICLE 26: That the sum of Twenty Thousand Dollars ($20,000.00) be raised and appropriated for the purpose of purchasing a rubbish collection truck fully equipped and that the Selectmen be authorized to enter into contracts for the purchase thereof.

ARTICLE 27: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate the sum of Nineteen Thousand Dollars ($19,000.00) to implement a street lighting program for the Town of Southborough as recommended by a survey conducted by the Massachusetts Electric Company on behalf of the Town, or do or act anything in relation thereto.

DEFEATED BY HAND COUNT VOTE: That the sum of Nineteen Thousand Dollars ($19,000.00) be raised and appropriated to implement a street lighting program for the Town of Southborough as recommended by a survey

conducted by the Massachsuetts Electric Company on behalf of the Town.

Defeated by vote: Against: 127 For: 96

ARTICLE 28: To see if the Town will authorize the Assessors to enter into a contract for an expert appraisal (updating) of all the taxable property within the town as provided under Section 4 of Chapter 40 of the General Laws, as amended by Chapter 63 of the Acts of 1966 in the amount not exceeding Sixteen Thousand Dollars ($16,000.00) and to vote for the payment of the charges incurred under this contract by taxation, by transfer from available funds or by borrowing as provided under the provisions of Section 7 of Chapter 44 of the General Laws, as amended by Chapter 63 of the Acts of 1966 or do or act anything in relation thereto.

Motion made: That the Town authorize the Assessors to enter into a contract for an expert appraisal (updating) of all the taxable property within the Town as provided under Section 4 of Chapter 40 of the General Laws as amended in an amount not exceeding Sixteen Thousand Dollars ($16,000.00)and that the sum of Eight Thousand Dollars be raised and appropriated to meet the 1971 installment on such contract.

Town Counsel ruled that motion as read and seconded above was improper and there for must be amended. Motion withdrawn and seconder consented.

Motion restated as follows: That the Town authorize the Assessors to enter into a contract for an expert appraisal (updating) of all the taxable property within the Town as provided under Section 4 of Chapter 40 of the General Laws as amended in an amount not exceeding Sixteen Thousand Dollars ($16,000.00) and that the sum of Eight Thousand Dollars ($8,000.00) be transferred from available funds and appropriated.

Question called—question challenged—challenge defeated—vote taken on Motion as restated directly above.

Voice vote on Article 28 as restated directly above—article DEFEATED.

ARTICLE 29: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of Two Thousand One Hundred Dollars ($2,100.00) for the purpose of the Historical Celebration Committee in the planning and effecting the program for Heritage Day in 1971, or do or act anything in relation thereto.

VOTED. That the sum of Two Thousand One Hundred Dollars ($2,100.00) be transferred from Surplus funds and appropriated for the purpose of paying the expenses of Heritage Day in 1971, which is to be conducted under the auspices of the Historic Celebration Committee. Motion carried by following vote:

For: 155 Against: 59

ARTICLE 30: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money to be deposited in a Conservation Fund to be held and administered in accordance with the provisions of the General Laws, Chapter 40, Section 5 (51) or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Five Thousand Dollars ($5,000.00) be transferred from Surplus Funds and appropriated to be deposited in a Conservation Fund to be held and administered in accordance with the provisions of the General Laws, Chapter 40, Section 5 (51).

ARTICLE 31: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Eight Hundred Fifty Dollars ($4,850.00) for the purchase of a small dump

truck and the equipment therefor, for the use of the Water Department, and to authorize the Board of Water Commissioners to enter into contracts for the purchase thereof, or do or act anything in relation thereto.

Passed by majority voice vote: That the sum of Four Thousand Eight Hundred Fifty Dollars ($4,850.00) be transferred from Surplus Funds and appropriated for the purpose of purchasing a small dump truck and the equipment therefor, for the use of the Water Department, and to authorize the Board of Water Commissioners to enter into contracts for the purchase thereof.

ARTICLE 31: (cont'd) Voice vote challenged—hand count taken—with following results:

Vote For: 123 Vote AGAINST: 104

ARTICLE 31 CARRIED by above vote.

ARTICLE 32: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Nineteen Thousand Dollars ($19,00.00) for the purpose of installing covers on the Clearhill and Fayville water tanks, and as recommended by the State Department of Public Health, or do or act anything in relation thereto.

VOTED: By hand count—For: 89 **AGAINST: 129**
ARTICLE 32: That the sum of Nineteen Thousand ($19,-000.00) Dollars be transferred from Surplus Funds and appropriated for the purpose of installing covers on Clearhill and Fayville water tanks and as recommended by the State Board of Public Health.—**Did not carry.**

ARTICLE 33: To see if the Town will vote to raise and appropriate a sum of money for the rebuilding and reconditioning of the site identified as Mooney Field on Parkerville Road. Said site to be used as a recreational facility for the Town and to include:

One (1) regulation size Baseball diamond
Two (2) Softball/Little League size baseball diamonds
One (1) regulation size football field
One (1) tennis/badminton court
One (1) fenced in Kiddie area
A skating rink 200'x100'
A basketball court
Appropriate seating and parking areas.

The bulk of said appropriation to be used to raise the level of said field and furnish such drainage as necessary to eliminate the surface water and swamp condition which now exists with said field which presently severely limits its utilization as a recreational facility, or do or act anything in relation thereto.

ARTICLE 33. **Passed by majority voice vote,** that the sum of Fifty-Seven Thousand Dollars ($57,000) be raised and appropriated for the purpose as described in Article 33 directly above.

ARTICLE 34: To see if the Town will vote to raise or transfer from available funds and appropriate Twenty-Five Thousand Dollars ($25,000.00) for the purpose of preparing plans, specifications and cost estimates for construction, furnishing and equipping a fire station and/or remodeling, reconstructing or making extraordinary repairs to the present fire station facility, or do or act anything in relation thereto.

AMENDED MOTION submitted to the Meeting: I and appropriate the sum of $1,500.00 for the purpose of hirmove that the Town vote to transfer from surplus funds and appropriate the sum of $1,500.00 for the purpose of hiring consulting engineers to examine the present fire station on Main Street for the purpose of determining the feasibility of altering and reconstructing that facility so as to permit its constinued use as a fire station.

Amended motion seconded and majority voice to vote on the Amended Motion carried.

AMENDED MOTION—ARTICLE 34—passed by majority vote.

ARTICLE 35: To see if the Town will vote to raise and appropriate or to tranfer from its available funds and appropriate a sum of money as authorized by Chapter 40, Section 5-40C of the General Laws for the purpose of providing cooperative or complementary facilities to out-patient clinics established or to be established in accordance with the provisions of Chapter 19 of the General Laws, in cooperation with the Department of Mental Health and other agencies collaborating with said Department, and for providing payment for services rendered or to be rendered by such public or private agencies. Monies appropriated hereunder shall be expended under the direction of the School Committee and/or the Board of Health or under their joint jurisdiction, or do or act anything in relation thereto.

VOTED UNANIMOUSLY. That the sum of Three Thousand Dollars ($3,000.00) be transferred from available funds and appropriated as authorized by Chapter 40, section 5-40C of the General Laws for the purpose of providing cooperative of complementary facilities to out-patient clinics established or to be established in accordance with the provisions of Chapter 19 of the General Laws, in cooperation with the Department of Health and other agencies collaborating with said Department ,and for providing payment for services rendered or to be rendered by such public or private agencies. Monies appropriated hereunder shall be expended under the direction of the School Committee and/ or the Board of Health or under their joint jurisdiction.

ARTICLE 36: To see if the Town will vote to transfer and appropriate from the Stabilization Fund the sum of thirty-six thousand dollars ($36,000.00) to be used for the purpose of purchasing a pumper for the use of the Fire Department or do or act anything in relation thereto.

Motion that the Town transfer and appropriate from the Stabilizing Fund the sum of thirty-six thousand dollars ($36,000.00) to be used for the purpose of purchasing a pumper for the use of the Fire Department; and that the Board of Selectmen be instructed to request not less than three (3) bids, each to be in accordance with specifications prepared by the Fire Chief and that the bid of the lowest responsible bidder whose bid meets the specifications be accepted. **Motion does not carry** by following vote:

Defeated by Vote Against: **94** Vote for: **84**

Motion made that the Meeting be adjourned until 7:30 p. m., Wednesday, March 10, 1971 at the Woodward School, Southborough, Massachusetts.

Meeting adjourned at 11:05 p. m.

A true copy:
Attest: PAUL J. BERRY, Town Clerk

Adjourned Annual Town Meeting

March 10, 1971 Session

✓ At the adjourned Annual Town Meeting duly called and held in the A. S. Woodward Memorial School, Southborough, on March 10, 1971 at 7:30 p. m. the following Articles were voted upon in a legal manner.

Checkers were: Mrs. Gladys R. Binder,
Miss Eileen L. Salmon
Mrs. Avis H .Cummings
Mrs. Benita M. Hubley

✓ The meting was called to order at 8:30 p. m. — there being a quorum present.

The following Tellers were appointed by Town Moderator Swartwood, and sworn in by Town Clerk, Paul J. Berry:

Mrs. Patricia E. Boyle	47 Deerfoot Road
Mr. Owen Williams	9 Woodland Road
Mr. Edwin C. Williams, Jr.	23 John Street
Mr. James F .Brousseau	28 East Main Street

Moderator Swartwood had requests from the following nonvoters to attend this session of the Adjourned Annual Town Meeting:

Attorney William F. Brewin, Town Counsel
Mrs. Carole J. Maconi, Reporter,
Marlborough Enterprise
Mrs. Marjorie Horton, Reporter, W.S.R.O., Radio

there being no objections from the floor, it was voted to allow the nonvoters — as listed directly above — to remain.

The boundaries of the hall were outlined by the Moderator in include all of the floor area — with the exception of the bleachers on the left of the room — which were for nonregistered (nonvoting) public.

Moderator Swartwood noted the receipt of the return of the posting of the Warrant and the notice for this adjourned session of the Annual Town Meeting by the Constable.

At this point — challange was made as to whether or or not a quorum (150 voters—quorum) was present at the Meeting. A hand count of the registered voters attending the meeting was taken with the following result:

✓ 156 Voters Present (150—quorum) (final voter attendance—175 voters)

MEETING CONTINUED.

ARTICLE 37: To see if the Town will vote to raise and appropriate, or transfer from available funds and appropriate, a sum of money to be deposited in the Stabilization Fund to be held and administered in accordance with the provisions of G. L. Chapter 40, Section 5B, or do or act anything in relation thereto.

Motion made to withdraw Article 37 — however, motion for withdrawal did not carry by an actual hand count as follows:

For withdrawal: **45** **Against withdrawal: 95**

ARTICLE 37 VOTED: That the sum of $10,000.00 be transferred from Surplus Fund and appropriated to be deposited in the Stabilization Fund as provided by Chapter 40, Section 5B of the General Laws. **Carried by majority voice vote.**

ARTICLE 38: To see if the Town will vote to accept Legislative Act, Chapter 41, section 108L of the General Laws — Establishing a career incentive pay program for Regular Full-Time Police Officers and Providing for partial reimbursements by the Commonwealth for Certain cities and towns, or do or act anything in relation thereto.

Motion made to **limit debate** on **Article 38** —

For Limit: **113** Against Limit: **26**

ARTICLE 38 DEFEATED by voice vote

ARTICLE 39: To see if the Town will vote to raise and appropriate, or transfer from any of its available funds, a sum of money to acquire one (1) 1971 four (4) door sedan type Police Cruiser, fully equipped with electronic and safety devices, and authorize the Selectmen to sell, turn in, or otherwise dispose of one (1) 1970 Police Cruiser car now in use in the Police Department ,or do or act anything in relation thereto.

VOTED by majority voice vote. That the sum of Two Thousand Four Hundred Dollars ($2,400.00) be transferred from Surplus Funds and appropriated for the purpose of purchasing one (1) 1971 four door Sedan type Police Cruiser, fully equipped with electronic and safety devices, and authorize the Selectmen to sell, turn in, or otherwise dispose of one (1) 1970 Police Cruiser car now in use in the Police Department.

ARTICLE 40: To see if the Town will vote to support proposed revenue-sharing programs which will be before the 92nd United States Congress (1971) for the purpose of acquiring additional, needed revenues to assist in alleviating demands currently imposed on local property taxes, and to inform the entire Massachusetts Congressional delegation of this positive action by Town Meeting Members, or take any other action relative thereto.

ARTICLE 40 Carried by majority voice vote as read — as shown above.

ARTICLE 41: To see if the Town will vote to accept from Herbert H. Kiser and Eltie G. Kiser a conveyance of an easement for drainage purposes located on a parcel of land on the easterly side of School Street shown as Easement "C" on a plan entitled "Plan of Drainage Easement, in Southborough, Mass. Scale 1" — 40', dated March 26, 1970, Highland Land Surveyors, Inc., 29 Maple Street, Marlborough, Mass., Surveyors", or do or act anything in relation thereto.

VOTED UNANIMOUSLY as stated above. Motion carried.

MOTION for reconsideration of ARTICLE 32 requested — however, Moderator Swartwood stated that this motion could not be entertained since **Roberts Rule** requires that a motion for reconsideration must be made by the prevailing side.

ARTICLE 42: To see if the Town will vote to raise and appropriate of transfer from any of its available funds and appropriate the sum of One Thousand Dollars ($1,000.00) to be used by the Planning Board for the purpose of hiring a Planning Consultant, or do or act anything in relation thereto.

Voted by majority that the sum of One Thousand Dollars ($1,000.00) be transferred from Surplus Funds and appropriated for the purpose of hiring a Planning Consultant and that the Planning Board be authorized to apply the same for said purposes.

ARTICLE 43: To see if the Town will vote to create a Site Selection Board consisting of the members of the Boards of Selectmen ,Assessors, Health and Planning, who with the advice of such other Town appointive committees and/or officials as is required, shall recommend to a Town Meeting, Special or Annual, the acquisition of a site for sanitary landfill, either in and within and by the Town of Southborough, or in conjunction with a contiguous community, or communities in another community; and further that a sum of money shall be raised and appropriated or transferred from available funds and appropriated for the purposes of this committee in its study and investigation to conduct land borings, engineering surveys, and all that is necessary to make a property recommendation to the Town, or do or act anything in relation thereto.

Voted to limit debate on Article 43.

Voted by Majority Voice Vote: That the Town create a Site Selection Board conisting of the members of the Board of Selectmen, Assessors, Health and Planning, who with the advice of such other Town appointive committees and/or officials as is required shall recommend to a Town Meeting, Special or Annual, the acquisition of a site for sanitary landfill, either in and within and by the Town of Southborough, or in conjunction with a contiguous community or

communities in another community; and further that Five Thousand Dollars ($5,000.00) be raised and appropriated for the purposes of this committee in its study and investigation to conduct land borings, engineering, surveys, and all that is necessary to make a property recommendation to the Town.

ARTICLE 44: To see if the Town will vote to accept certain sections of the State Highway, Route 30, as a Town Road upon completion of work by the Department of Public Works of the Commonwealth of Massachusetts widening said travelled portion road to twenty (20) to twenty-four (24) feet and resurfacing the same, said sections being described as follows:

Section 1: Route 30 commencing at the Westborough Town Line at Station 00 + 12:61 to approximately the westerly side line of Interstate Highway Route 495 at Station 33 + 15:00 from the easterly sideline of Route 495 at Station 37 + 15:00 to end of State Highway at Station 100 + 02:16.

Section 2: Also old Route 30 from Station 15 + 80:00 to approximately the westerly side line of Interstate Highway Route 495 at Station 31 + 35:00; from easterly side line of Route 495 at Station 36 + 25:00 to Station 64 + 20:00.

These sections being shown on State Highway Layouts of 1903, 1904, 1961 and 1970 and that the Selectmen be authorized to approve therefor said work upon its completion, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept certain sections of the State Highway, Route 30, as a Town Road upon completion of work by the Department of Public

Works of the Commonwealth of Massachusetts widening said travelled portion road to twenty (20) to tweny-four (24) feet and resurfacing the same, said sections being described as follows:

Section 1: Route 30 commencing at the Westborough Town Line at Station 00 + 12:61 to approximately the westerly side line of Instate Highway Route 495 at Station 33 + 15:00 from th eeasterly sideline of Route 495 at Station 37 + 15:00 to end of State Highway at Statoon 100 + 02:16.

Section 2: Also old Route 30 from Station 15 + 80:00 to approximately the westerly side line of Interstate Highway Route 495 at Station 31 + 35:00; from the easterly side line of Route 495 at Station 36 + 25:00 to Station 64 + 20:00.

These sections being shown on State Highway Layouts of 1903, 1904, 1961 and 1970 and that the Selectmen be authorized to approve therefor said work upon ots completion.

ARTICLE 45: To see if the Town will vote to change the name of Refuse Disposal Planning Committee created by Article 29 of the Annual Town Meeting of March 11, 1968 to be hereinafter known as the Solid Waste Disposal Committee or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the name of the Refuse Disposal Planning Committee created by Article 29 of the Annual Town Meeting of March 11, 1968 be hereinafter known as the Solid Waste Disposal Committee.

ARTICLE 46: To see if the Town will vote to accept from the Penn Central Company and Joseph and Ursula Mauro a conveyance of an easement for the installation of

a water main thirty (30) feet wide located on land off Park Street to complete a Water Line Loop, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept from the Penn Central Company and Joseph and Ursula Mauro a conveyance of an easement for the installation of a water main thirty (30) feet wide located on land off Park Street to complete a Water Line Loop.

ARTICLE 47: To see if the Town will vote to change the term of office of the members of the Recreation Commission as provided in Article 3 of the Special Town Meeting of June 11, 1951, and that henceforth the term of office of said Commission shall be as follows:

> The members shall be appointed to office for a term of three (3) years and the terms of office of the present Recreation Commission shall expire as follows:
>
> One shall expire in 1971
> Two shall expire in 1972
> Two shall expire in 1973

thereafter a member shall be appointed to serve for the term of three years in the year in which the previous term expires. All members shall hold office until their respective successors are appointed and qualified, or do or act anything in relation thereto.

A motion in the words of the above Article was VOTED UNANIMOUSLY.

ARTICLE 48: To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended, by changing from Industrial to Industrial Park the land bounded as follows:

On the north by the Boston and Worcester Turn-

pike (Route 9); on the east by the westerly line of Cordaville Road; on the south by Mt. Vickery Road and on the west by a line 500 feet westerly and parallel to the westerly line of Cordaville Road.

or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended, by changing from Industrial to Industrial Park the land bounded as follows:

On the north by the Boston and WorcesterTurnpike (Route 9); on the east by the westerly line of Cordaville Road; on the south by Mt. Vickery Road and on the west by a line 500 feet westerly and parallel to the westerly line of Cordaville Road,

ARTICLE 49: To see if the Town will vote to amend Section III, Paragraph 2 of the zoning by-laws of the Town of Southborough, establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described area from Residence A District to an Industrial Park District:

The land situated west of Bantry Road, east of the existing Industrial Park Zone and north of the existing Industrial Zone ,bounded and described as follows:

Beginning at the point of intersection of the existing Industrial Park Zone and the existing Industrial Zone.

Thence running N 30°- 12'-11"E 92.99 feet to a point
Thence running N 28°- 59'-25"E 171.46 feet to a point
Thence running N 27°- 46'-10"E 88.37 feet to a point
Thence running N 19°- 26'-10"E 136.03 feet to a point
Thence running N 13°- 44'-10"E 96.15 feet to a point
Thence running N 10°- 36'-10"E 20.03 feet to a point

Said last six courses being along the existing Industrial Park Zone line.

Thence running S 10°- 08'-36"E 46.23 feet to a point
Thence running S 10°- 02'-34"E 78.08 feet to a point on the northwesterly sideline of Bantry Road.
Thence running S 10°- 02'-34"E 43.78 feet, crossing Bantry Road, to a point on the southeasterly side line of Bantry Road.
Thence running S 10°- 02'34"E 123.27 feet to a point
Thence running S 10°- 04'-54"E 209.35 feet to a point on the existing Industrial Zone line.
Thence running S 76°-13'12"W 112.96 feet to a point
Thence running S 81°- 11'-03"W 146.72 feet to a point
Thence running S 84°- 19'-25"W 76.05 feet to a point of beginning.

Said last three courses being along the existing Industrial Zone line.

The above described land is more fully shown on a plan entitled "Plan of land in Southborough, Mass. showing area to be rezoned to "Industrial Park" dated January 18,1971 by McCarthy Engineering Service, Inc., Natick and Marlborough, Mass."

VOTED UNANIMOUSLY that Article 49 be withdrawn from consideration at this Town Meeting.

ARTICLE 50: To see if the Town will vote to amend Section III of its Zoning By-law by deleting therefrom paragraph 4, or do or act anything in relation thereto.

VOTED UNANIMOUSLY that Article 50 be withdrawn from consideration at this Town Meeting.

ARTICLE 51: To see if the Town will vote to amend Section V, Parts 3. 4, 6, 7, 8, and 13, of its Zoning By-laws by striking the words "one space for each 5 employees" and inserting in place thereof "one space for each 2 employees", or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town amend Section V, Parts 3, 4, 6, 7, 8and 13 ,of its Zoning By-laws by striking the words "one space for each 5 employees" and inserting in place thereof "one space for each 2 employees".

ARTICLE 52: To see if the Town will vote to amend Section VI of its Zoning By-laws Table of Regulations: Lot, Yard, Height and Coverage by revising Business District regulations as follows:

Area - 25,000 (d); Width - 125 (d); Front - 30; Rear - 35 (e); Side - 15 (f) with Maximum Height and Maximum % Coverage remaining the same. Also, by revising Industrial District regulations as follows:

Area - 43,560 (d); Width - 200 (d); Front - 50; Rear - 50; Side - 50; Maximum % Coverage - 40% with Maximum Height remaining the same.

or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town amend Section VI of its Zoning By-Laws Table of Regulations:

Lot, Yard, Height and Coverage by revising Business district regulations as follows:

Area - 25,000 (d); Width - 125 (d); Front - 30; Rear - 35 (e); Side - 15 (f) with Maximum Heilght and Maximum % Coverage remaining the same.

Also, by revising Industrial District regulations as follows:

Area - 43,560 (d); Width - 200 (d); Front - 50; Rear - 50; Side - 50; Maximum Coverage % Coverage - 40% with Maximum Height remaining the same.

ARTICLE 53: To see if the Town will vote to amend Section III, Paragraph 2 of the Zoning By-laws of the Town

of Southborough establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955 as amended, by changing the following described arfea from an Industrial Park District to a Residence A District:

The land situated east of Tara Road, south of land owned by the Town of Southborough and land owned by James P. Murphy, Jr. and west of the existing Industrial Park — Residential A zone line, bounded and described as follows:

Beginning at the point of intersection of the existing Industrial Park - Residential A zone line and the southerly line of Lot 91 as shown on Land Court Plan 2891J
Thence running S19° - 32' - 50"W 29.87 feet to a point
Thence running S13° - 51' - 25"W 271.12 feet to a point
Thence running S10° - 36' - 10"W 124.56 feet to a point

Said last three courses being along the existing Industrial Park - Residential A zone line which is located 750' westerly of the westerly side line of Flagg Road and is parallel thereto.

Thence running N10° - 08' - 36"W 216.82 feet a stone wall to a point
Thence running N49° -22' - 16"E 120.00 feet to a point
Thence running N32° - 36' - 50"W 85.05 feet to a point
Thence running N70° - 36' - 50"W 330.00 feet to a point
Thence running S46° - 57' - 50"W 58.28 feet to a point
Thence running N70° - 36' - 50"W 65.00 feet, crossing Tara Road to a point
Thence running N35° - 36' - 50"W 60.00 feet to a point
Thence running N19° - 23' - 10"E 87.25 feet, crossing Davis Road to a point on the existing Industrial Park - Residential A zone line.
Thence running S70° - 36' - 50"E 91.73 feet to a point on the easterly side line of Tara Road at the southwesterly corner of land owned by the Town of Southborough.

Thence running S70° - 36' - 50"E 290.50 feet by land of the Town of Southborough to the southeasterly corner of land owned by the Town of Southborough. Said line also being common to the line dividing Lots 75 and 76 as shown on Land Court Plan 2891J.

Thence running N19° - 23' - 10"E 7.87 feet by land owned by the Town of Southborough the southwesterly corner of Lot 91 as shown on Land Court Plan 2891J.

Thence running S70° - 36' - 50"E 157.76 feet by said Lot 91 to the point of beginning.

The above described land is more fully shown on a plan entitled: "Plan of land in Southborough, Mass., showing area to be rezoned to "Residential A" dated January 18, 1971 by McCarthy Engineering Service, Inc., Natick and Marlborough, Mass.",

or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town amend Section III, Paragraph 2 of the Zoning By-Laws of the Town Southborough establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described area**from an Industrial Park District to a Residential A District:**

Land shown on a plan entitled "Plan of land in Southborough, Mass., showing area to be rezoned to 'Residential A' dated January 18, 1971 by McCarthy Enginering Service, Inc., Natick and Marlborough, Mass.," as more particularly described in the Article.

ARTICLE 54: To see if the Town will vote to amend its ByLaws as follows:

That a new Article be added to the By-Laws of the Town of Southborough to authorize the impounding of dogs allowed to become a public nuisance, whether licensed

or unlicensed; to provide for redemption of impounded dogs and to provide a penalty for violation of this Chapter.

ARTICLE 10A DOGS

SECTION 1. DEFINITION OF TERMS:

As used in this By-Law, unless the context otherwise indicates:

(a) "Dog" shall mean all animals of canine species, both male and female.

(b) "Owner" shall mean any person, or persons,, firm, association, or cooperation owning, keeping or harboring a dog, as herein defined.

(c) "Public Nuisance". Any dog shall be deemed a public nuisance when attacking persons, or domestic animals, while said dog is on property other than that of the dog owner when destroying property; or on a public school ground when not under restraint; or if it shall persistantly chase moving vehicles; if it shall persistantly and prolongedly bark and howl. Each twenty-four hour period shall constitute a separate violation.
Further, any unspayed female dog in season, shall be deemed a public nuisance when not confined indoors by the owner thereof, or housed in a veterinary hospital or registered kennel.

SECTION 2. PERMITTING A DOG TO BECOME A PUBLIC NUISANCE PROHIBITED:

No owner, or keeper, of any dog shall permit such dog, whether licensed, or unlicensed, to become a public nuisance within the Town of Southborough, at any time.

SECTION 3. IMPOUNDING:

It shall be duty of the dog officer to investigate complaints concerning any dogs which are alleged to be in viola-

tion of this By-Law and to apprehend any dog found by him to be a public nuisance and to impound such dog in a suitable place or to order the owner thereof to restrain said dog.

SECTION 14. NOTICE TO OWNER AND REDEMPTION:

If such dog so impounded has upon it the name or address of the owner thereof, or if the name of said owner is otherwise known, then the dog officer shall immediately notify the owner, and if the owner is not known then no notice shall be necessary.

The owner of any dog so impounded may reclaim such dog upon the reimbursement to the Dog Officer of his expenses for maintaining said dog while impounded. In any event, the Dog Officer shall not charge more than two ($2.00) for a reimbursement of said expenses for each twenty-four (24) hour period or any part thereof that the dog is held by him. Provided, however, if the dog is not licensed, that before release to any person is made by the Dog Officer, a license as required by the Town of Southborough, shall be secured.

SECTION 5. DISPOSITION OF UNCLAIMED DOGS:

Any dog which has been impounded and has not been redeemed by the owner within ten (10) days shall be disposed of as provided by Section 152, Chapter 140 of the General Laws of the Commonwealth of Massachusetts and any amendments thereto.

SECTION 6. PENALTY:

Any owner found in violation of any of the provisions of this By-Law shall be punished by a fine of not more than ten dollars ($10.00) in accordance with the provisions of Chapter 140, Section 173A of the General Laws of the Commonwealth of Massachusetts.

SECTION 7. EFFECTIVE DATE:

This By-Law shall take effect upon its passage and approval by the Attorney General.

VOTED BY MAJORITY VOICE VOTE: That the Town amend its By Laws in the words of the ARTICLE.

Note: At this time the Meeting reconsidered action on ARTICLE 9 — which had been voted to be passed over at the March 8, 1971 Meeting which it originally was brought up..

ARTICLE 9: To see if the Town will authorize the Board of Assessors to use free cash in the Town Treasury, and if so, what sum for the purpose of reducing the amount to be raised and assessed as taxes in 1971, or pass any vote relative thereto.

VOTED UNANIMOUSLY: That the sum of $45,000.00 be transferred from Available Funds and that the same be appropriated for the purpose of reducing the amount to be raised by taxation and assessed as taxes in 1971 and that the Assessors be authorized to apply the same for said purposes.

Meeting dissolved at 10:40 p. m.

A true copy
Attest: PAUL J. BERRY, Town Clerk.

TOWN MODERATOR 1 year

Charles B. Swartwood, III	1304
Blanks	161
Total	1465

TOWN TREASURER 1 year

Walter F. White	1252
Blanks	213
Total	1465

SELECTMAN 3 years

Robert C. Dumont	1233
Harvey Bigelow	1
Peter Phaneuf	1
Paul Heffernan	1
Blanks	229
Total	1465

ELECTION

ANNUAL TOWN ~~MEETING~~

15

MARCH 1971

TOWN COLLECTOR—3 years

Walter F. White	1231
Blanks	234
Total	1465

ASSESSOR—3 years

Arthur K. Holmes	1196
Blanks	269
Total	1465

SCHOOL COMMITTEE—3 years

Janice A. Fletcher	916
Jay G. Engel	485
Blanks	64
Total	1465

SCHOOL COMMITTEE—1 year

Richard A. Hallisey	927
Paul M. Patterson	457
Blanks	81
Total	1465

BOARD OF HEALTH—3 years

John A. Bartolini	890
Ernest J. Capone	500
Patricia A. McBride	1
Blanks	74
Total	1465

WATER COMMISSIONER—3 years

George A. Mooney	705
Edward Newton	682
Blanks	78
Total	1465

TRUSTEE OF LIBRARY—3 years (vote for two)

Anne S. Bradley	1068
Elizabeth B. White	1033
Henry W. Welch, Jr.	429
Blanks	400
Total	2930

PLANNING BOARD—5 years

Peter Phaneuf	1191
Blanks	274
Total	1465

PLANNING BOARD—2 years

Lawrence P. Kimball	1143
Blanks	322
Total	1465

CEMETERY COMMISSIONER—3 years

Harvey D. Bigelow	1192
A. Brooks Harlow	1
Blanks	272
Total	1465

CEMETERY COMMISSIONERS—2 years

Edward Newton	1211
Blanks	254
Total	1465

QUESTION NO. 1:

"Shall this town approve the new Charter recommended by the Charter Commission, sumarized below?"

Yes	584
No	860
Blanks	21
Total	1465

QUESTION NO. 2:

"Shall the town, in addition to the payment of fifty per cent of a premium, for contributory group life and health insurance for employees in the service of the Town and their dependents pay a subsidiary or additional rate?"

Yes	467
No	911
Blanks	87
Total	1465

QUESTION NO. 3:

"Shall the Town vote to accept the provisions of Section 6-C of Chapter Forty of the General Laws, which authorize cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?"

Yes	619
No	734
Blanks	112
Total	1465

Respectfully submitted,

PAUL J. BERRY, Town Clerk

A true copy:
Attest:

1971 JURY LIST

Name	Address	Occupation	Employer	Age

Male

ALLEN, Robert K., 30 Walnut Drive, Fayville, Television Technician, Repairs T.V., etc., Bob's Television Service, 30 Walnut Drive, Fayville, Self-employed, 38.

ANDERSON, Kendrick A., 236 Parkerville Road, Southborough, Plasterer, Modern Plastering, 236 Parkerville Road, Southborough, 28.

ANKETELL, James F. 38 Boston Road, Southborough, Logistic Engineer, Raytheon Co., Burlington, Mass., 39

BAKAL, Warren, 5 Maplecrest Drive, Southborough, Advertising Manager, Allied Radio Shack, Inc., Campanelli Industrial Park, Braintree ,Mass., 34.

BEARDSLEE, EDward L., 3 Carolyn Terrace, Southborough, District Manager, New England, Industrial Pump Sales, Blackmer Pump Company, 1809 Century S.W., Grand Rapids, Michigan, 41.

BEZOKAS, Brone H., 75 Turnpike Road, Fayville, Assembler, General Motors, Weston Avenue, Framingham, Mass., 55.

CHALMERS, Francis D. 70 Oak Hill Road, Fayville, Section Manager, Development Fabrication Lab., Raytheon, Co., 39.

CHIAVARAS, Jr., Peter S., 8 Walker Street, Southborough, Maintenance Engineer, Marriott Corp., Newton, Mass., 29.

COCKER, Donald J., 10 Brook Lane, Fayville, Commerical Artist, Worcester Engraving Co., 44 Portland St., Worcester, Mass., 48.

COLDWELL, Kenneth L., 8 Prentiss Street, Southborough, Foreman, Middlesex Research Mfg. Co., Inc., Apsley, St., Hudson, Mass., 57

COX, Jr., James H., 28 Highland Street, Southborough, General Supervisor, General Motors, 6 Western Avenue, Framingham, Mass., 46

CUNNINGHAM, Jr., John H., 59 Oak Hill Road, Fayville, Assistant to the President, New England Aquarium, Central Wharf, Boston, Mass., 56.

DANIELS, Ronald P., 3 Fairview Drive, Southborough, Administrator, Commercial Sales of Bldg. Materials, Pella Arch/Comm. Sales, Inc., 57 Innerbelt Road, Somerville, Mass., 30.

DAVIS, Jr., William N., 15 Clfford Street, Southborough, Insurance Claims Adjuster, Central Mutual Insurance Co., 89 Broad Street, Boston, Mass., 53.

DEWEY, John J., 57 Southville Road, Southborough, Machinist, Charles Supper Co., Tech Circle, Natick, Mass., 48.

DILLMAN, Donald F., 20 Red Gate Lane, Southborough, Accountant-Controller, Vice President and Treasurer, Business Analysts, Inc., 220 Reservoir Street, Needham Heights, Mass., 36.

DOGIL, Stanley F., 12 Atwood Road, Southborough, Salesman, Sears, Roebuck & Co., Rt. 9, Speen St., Natick, Mass., 30.

DUPONT, William A., 19 Oregon Road, Southborough, Quality Control Manager, Self-Employed, 48.

ELLIOTT ,Donald W., 55 Woodland Road, Southborough, Production Manager, Valpey-Fisher, 1012 First Street, Holliston, Mass., 36.

ERICKSEN, Herbert L., 54 Pine Hill Road, Framingham (mailing address), Executive Vice President, Emile Bernat & Co., Uxbridge, Mass., 65.

FLOT, Roland P., 7 Leonard Drive, Southborough, Electro-Mechanical Checker, Raytheon Co., Post Road, Wayland, Mass., 46.

FOREMAN, Robert J., 11 Hickory Road, Southborough, Project En-
Waltham, Mass., 43.
gineer-Microwave Electronics, Raytheon Co., Foundry Avenue,

GARZONE, Stephen A., 12 Maplecrest Drive, Southborough, Production Foreman, Norton Company, New Bond St., Worcester, 29.

GIGNAC, John D., 44 Latisquama Road, Southborough, Development Engineer, Polaroid Corporation, Cambridge, Mass., 37.

HAMELIN, Donald G., 193 Main Street, Southborough, Telephone installer-repairman, New England Telephone Co., 959 Concord St., Framingham, Mass., 37.

JOHNSON, Norman S., 75 Northboro Road, Southborough, Farmer, Johnson Bros., 67 Northboro Rd., Southborough, Self-Employed, 58.

KANTER, Eugene S., 22 Pinecone Lane, Southborough, Staff Assistant, Gen. Services Div., Polaroid Corp., 784 Memorial Drive, Cambridge, Mass., 41.

KNOWLTON, Thomas A., 5 Granuaile Road, Southborough, Treasurer of Insurance Agency, Cushing, Cristman, Potter & Paine, Inc., Framingham, Mass., 46.

LAMSON, Sr., Laurence E., 96 Mt. Vickory Road, Southborough, Machinist, American Can Co., Needham, Mass., 61.

PACKARD, Leon A., 14 Walnut Drive, Fayville, Driver Salesman of Bread, ITT Continental Baking Co., Speen St., Natick, Mass., 53.

PLAYDON, Robert L., 9 Mitchell Street, Southborough, Assistant Foreman, Fenwal, Inc., Ashland, Mass. 49.

POWERS, Jr., James J., 4 Pinecone Lane, Southborough, Section Manager of Software Qualification, Honeywell Information Systems, Framingham, Mass., 44.

RUDD, William M., 215 Middle Road, Southborough, Sales Manager, Distribution Associates, Inc., 47 Kearney Rd., Needham,, Mass.,28.

RYNNING, Robert L., 11 Ward Road, Southborough, Programs Manager, Raytheon Service Co., 22 Second Ave., Burlington, Mass., 35.

SLEEPER, David Prescott, 2 Granuaile Road, Southborough, Sales Engineer-Industrial Controls, General Time Corp., Rt. 8, Torrington, Conn. 06790, 31.

SMALL, Frank W., 4 Vale Terrace, Southborough, Automatic Equipment and Control's Repairman, General Electric Co., Homer Ave., Ashland, Mass., 35.

TEMPLEMAN, Clifford G., 203 Cordaville Road, Southborough, Silver Plater and Buffer, General Electric Co., Ashland, Mass., H. L. Reed & Sons, Framingham, Mass., 55.

WAGSTAFF, Philip D., 54 Atwood Street, Southborough, Inside Sales, Warehouse, Bicknell, Inc., 685 Cochituate Road, Framingham. Mass., 37.

WALLACE, John B., 182 Woodland Road, Southborough, Electrical Engineer, Raytheon Co., Equipment Div., Wayland, Mass., 28.

WHITNEY, Ralph E., 32 Central Street, Fayville, Carpenter, Selfployed, 46.

YOUNG, Daniel J., 21 Rock Point Road, Southborough, Electronics Engineer, Raytheon Company, Boston Post Rd., Wayland ,Mass., 33.

Female

Name	Address	Occupation	Employer	Age	Husband's Occupation	Husband's Name

ALLEN, E. Jeanne, 12 Pinecone Lane, Housewife, 34, Engineer in Coordinatnig & Scheduling Dept., New England Power Service Co., Edward R.

AUDETTE, Barbara Ann, 5 Pincone Lane, Housewife, 34, Mechanical Engineer, Navy Clothing & Textile Research Unit, Norman F.

BAILEY, Pauline, 58 Main Street, Secretary, Honeywell Information Systems, Inc., 47, Oil Burner Serviceman, Marlco, Earle E.

BARBER, Margaret H., 25 Marlboro Road, Housewfie, 60, Teacher, William W.

CAMPBELL, Janet H., 10 Pearl Street, Housewife, 36, Owner-Camp bell Rubbish Removal, Ronald H.

CANNON, Patrece B., 39 Valley Road, Assistant Housekeeper, Self-employed, 10 Temple Ave., Ocean Park, Maine, (summers) 63, Fireman, Town of Southborough, Arthur L.

DAISLEY, Geraldine R., 33 Highland Street, Homemaker, 27, Service Manager, Oil Co., State Lumber & Oil Co., Ronald W.

DEPATIE, Kathleen M., 35 E. Main Street, Medical X-Ray Secretary, Keleket/CGR X-Ray, 30.

DESCHAMPS, Alice C., 272 Cordaville Rd., Housewife, 48, Retired from Sears, Roebuck & Co., Paul F.

DILLMAN, Marilyn G., 20 Red Gate Lane, Housewife, 37, Management Consultant Business Analysts, Inc., Donald

GALLIGAN, Josephine Gray, 66 Main Street, Housewife, 43, High School Teacher of Foreign Languages, Gerard A.

HAIN, Virginia M., 11 Walnut Drive, Housewife, 37, Electrician, Golio Elect. Co., Paul T.

LANGE, Myrtle E., 21 Ward Road, Supervisor, Audit and Control Section, Dennison Mfg. Co., Howard St., Framingham, Mass., 52, Dairyman for Cameron Bradley, Main St., Southborough, Robert T.

WALSH, Dorothy R., 187 Parkerville Rd., Jr. Accountant, New England Power, Service Co., 20 Turnpike Rd., Westboro, 46, Legally Separated.

WILLIS, Elizabeth B., 116 Pine Hill Rd., Bank Teller, Fram. Nat'l. Bank, Concord St., Fram., 54, Unemployed, Frederick J.

WINCH, Marie A., 39 Turnpike Road, Fayville, Sales Person, Cosmetician, Jordan Marsh Co., Framingham, Mass., 42, Private Trucking Firm-Hauling U. S. Mail-Assistant Foreman, Overland Mail Trans., 41 Turnpike Rd., Fayville, Mass.

Report of the
DIRECTOR of VETERANS SERVICES

To the Honorable Board of Selectmen

Gentlemen:

I hereby submit my annual report for 1971. Service work was substantially increased in 1971 due to the large numbers of Veterans Discharged from the Armed Forces. This Department did fully cooperate with the Veterans and their dependents regarding information and benefits due them.

While most Veterans Agent throughout the State were experiencing heavy budget increases, we are able to return better than 30% of our budget.

Estimated expenditures under Chapter 115 will be $18,000.00: of this expenditure $9,000.00 will be reimbursed by the Commonwealth. The unexpended balance of the 1971 budget is about $10,000.00.

I wish to express my appreciation for the cooperation of the Selectmen, Advisory Board and all other Town Departments for their assistance during the year.

Respectfully submitted,

JOSEPH K. MURPHY,
Director of Veterans Services

Report of the
INDUSTRIAL DEVELOPMENT COMMISSION

To The Honorable Board of Selectmen
Southborough, Massachusetts

During 1971 the Industrial Commission welcomed two new members: Ronald Edgren and Mrs. Ruth Gourley. The Commission was sad to say goodby to W. Keith Smith and John Hopkins as both men had contributed much time and energy to the success of our Board over the past few years.

Tom Grady, Chairman, presided over ten meetings of the Commission during the year. There was considerable activity and interest in the area of small shopping center developments. Chairman Grady helped one Development Company acquire land in the south side of town and a small shopping center is being actively promoted there.

There were eleven requests for various types of information during the year. These requests varied from questions on Industrial Parks, to requests for brochures on the town, to requests from professional men and private citizens for information about the town as they were considering moving to our area. Each request was handled by personal contact or letter.

The Industrial Commission has agreed to help the Planning Board finance an update and reprint of the Town Zoning Map. It is hoped that these maps will be published in the near future.

The Industrial Development Commission is quite concerned about the number of opportunities to have business, light industry and professional men locate here that are

passing us by because the Town has not seen fit to identify those areas that are compatible for these types of activities. The Board trongly recommends that, in the interests of sound town planning, potential areas for commercial and light industrial uses be identified, rezoned and made available for controlled use.

Respectfully submitted,

THOMAS GRADY, Chairman
ANDRE G. TURENNE,
Secretary
RONALD EDGREN
RUTH GOURLEY

Report of the

CIVIL DEFENSE DIRECTOR

December 1,, 1971

I hereby supmit my annual report of the Office of Civil Defense covering the period of 1 December 1970 through 30 November 1971.

During this reporting period, local Civil Defense was activated for one electrical power outage. We were in an alert status for potential flood in the spring and later for two hurricane watches.

The Federal Civil Defense Program was revised this year to acknowledge and support the natural disaster mission of Civil Defense ,an area where we have put most of our effort for many years. This is very encouraging as we are now not operating on a double standard.

Most of our effort this year has been directed toward making space in the basement of the new Police Station into a suitable Emergency Control Center, involving much planning and many man hours of labor.

We have progressed further towards providing emergency power for all important Town buildings. A large diesel generator was obtained from Government surplus for the new Police Station-C.D. headquarters, and through the generosity of Dave Churbuck is now in top running condition. Funds to interconnect it to the building are being requested. A smaller diesel generator was also obtained from the Government for the Highway garage.

We have been able to obtain minor items of Government surplus for a number of Town Departments as well as our own emergency inventory. A new program is just starting that hopefully will benefit the Town even more in future years. Two fallout shelter facilities have been stocked with two weeks provisions.

The Communications Staff has maintained regular monthly tests of equipment and supplemented the Police Department in patrolling on Halloween.

The Auxiliary Police and Fire were not active this year. These programs are being revised in anticipation of restaffing them next year.

An ambulance sled for use in winter emergencies was donated by the Teen Canteen and the Snowburrows Snowmobile Club.

There have been many donations of time, material, and services by a number of groups, individuals, the Fire Department and Highway Department towards our new headquarters. I wish to thank these as well as the other people who participated and cooperated with the Office of

Civil Defense and those who have supported us.

Respectfully submitted,

WARREN D. HARDING
Civil Defense Director

Report of the
POLICE DEPARTMENT

Honorable Board of Selectmen
Town of Southborough
Southborough, Massachusetts

Gentlemen:

I am herewith submitting the following Annual Report of the Police Department for the year 1971.

The following is a statistical report from December 1, 1970 to November 30, 1971:—

Crimes Against Property:	331
Economic Loss as a Result:	$103,000.00
Average Dollar Loss per Crime:	$312.00

Monthly Distribution of Property Crimes:

Dec. - (1970)	- 18	Apr.	- 52	Aug.	- 30
Jan. - (1971)	- 19	May	- 28	Sep.	- 38
Feb.	- 19	June	- 25	Oct.	- 21
Mar.	- 32	July	- 29	Nov.	- 20

Persons Charged by the Police (Felonies & Misdemeanors

This Year: 681 Last Year: 500 36% Increase

Fines, Savings, and Recoveries by the Department - $52,000.00.

Criminal Sentences (suspended and actual) 21 years, 2 months and 10 days.

Total Calls and Requests for Police Service

This Year: 12,572 Last Year: 10,858 16% Increase

Complaints - 739

All other investigations (Narcotics and Sex Offenders, Crimes against the family and children, liquor laws, runaways, missing persons, motor vehicle accidents reported) 577.

Total Miles patrolled - 103,107 miles.

Crime is a social problem and the concern of the entire community. The causes social, human and material that contribute to this trend are beyond the immediate control of the Police Department. As a community we must always intelligently analyze the crime problem, plan for it, and respond effectively. Property crimes under our reporting program are crimes such as burglarly, larceny and vandalism. A total of 331 such crimes were reported in 1971. This total is estimated to be approximately 50% of the actual number that were committed.

These crimes of stealth and opportunity are committed by amateurs and professionals alike. The economic loss to the community was $103,000.00 an average dollar loss of $312.00 percrime.

It should be noted that unattended homes during daylight hours are becoming easy prey. Prevention and detection are most difficult for the Police. Police investigations and prosecutions are seriously hampered by a lack of witnesses. In 1971 this category increased 36%. Keep in mind that burglarly appears to be on the increase and one of the ways to help solve this problem is to increase the police patrols. Most of the breaks occurred during the daylight hours and I plan to use two cruisers full time 8:00 a. m. to 12:00 p. m. One on the south side of Route 9 and one on the north side of Route 9. This can be accomplished if I have the

available manpower on these shifts. (To keep the Station open 24 hours per day and have two men working on each shift).

Presently, the personnel of the Department includes a Chief, three Sergeant and five patrolmen. One of these men possesses a college degree, two others are enrolled in college in their off duty hours and the remainder of the department receive constant in-service training in such subjects as Firearms, Fingerprinting, Photography and Drug Abuse. The following men attended schools in 1971: - Sgt. Colleary, State Police Alcohol Seminar; Sgt. Beliveau, State Police Alcohol Seminar and Drug School; Patrol. Packard same as above; Patrol. Durran attended Advanced FBI Latent Fingerprinting School; Chief Mattioli, Babson College - Budget Planning and also attended Conferences on Collective Bargaining. Officer Packard attended the 8-week Course at the State Police Academy. Sgt. Colleary is presently attending his second year at Northeastern and Officer Connors is at Worcester State both studying for their degrees.

The new Station is still not open on a 24-hour basis. I have been advised by the Manpower Agency that they can supply money for One Clerk Dispatcher and I am requesting additional men if we are to keep the Station open. The Telephone Service will continue to handle the calls from midnight to 8:00 a. m.

Increased building of homes and new Business Establishments will increase the demands on the Police Department therefor this will necessitate the need for more manpower and equipment.

Respectfully submited,

FRANCIS J. MATTIOLI
Chief of Police

Report of the CONSERVATION COMMISSION

The Conservation Commission has, in 1971, met regularly on the last Monday of each month. Individual members representing the Commission have also attended many informative and educational meetings sponsored by the Massachusetts Association of Conservation Commissions, the Department of Natural Resources and other Federal, State and regional groups. We have learned something at each of these seminars which will be of value to us in our long-range planning.

One thing we surely have learned is that although everyone is 'for' conservation, the road to a good, soliid program is a long and slow progression. We have often been asked when we would be prepared to present a proposal for the acquisition of land. There are a few small areas which are available to the town for conservation purposes. Some of them lend themselves to this purpose and we have presented to the Selectmen our recommendation that they be accepted. None of those which we have recommended requires purchase — they have been offered at no cost,, or they are presently town property or they are in process of being taken for unpaid taxes.

The combined efforts of the School Committee, the Tree Warden and our Commission have given us a tree nursery this year. This is something which will benefit all of us. It must be painfully obvious to everyone that we are losing many of the fine old trees that add so much to the beauty of our town. A planned program of tree planting now will insure a lasting beauty for our future.

We have felt that 1971 has been a year of education for us. It has been most heartening that town bodies, private groups and commissions from other towns have generously

shared their knowledge and given their time to assist us in our learning and planning. With such enthusiastic support we are confident that Southborough will profit from its investment in the Conservation Commission.

Respectfully submitted,

CATHERINE D. ALSTERLAND
RUTH A. PERLOW, Chairman
HAMILTON ARMSTRONG
JOHN R. McCARTHY
DOROTHY E. MAUCH
DAVID E. TAYLOR

Report of the
INSECT PEST CONTROL DEPARTMENT

Twenty three (23) new cases of Dutch Elm Desease were recorded this year which represents a drop of three from last year, and a drop of five from the average of the last five years. A Dormant Spray was again applied to certain specimen Elms along with a summer foliar application to all.

Again, as was the situation last year, Tent Caterpillar and Fall Webworm reached nuisance proportions in the spring and late summer and were treated accordingly with the commonly used and accepted pesticide Carbaryl (Sevin).

At this writing most all of this years diseased Elms have been removed or will be by spring and this still seems to be our best hope in combatting the occurance of new cases each year.

Respectfully submitted,

HOWARD E. TRUESDALE, Supt.

Report of the
TREE WARDEN DEPARTMENT

To the Hon. Board of Selectmen
Southborough, Mass.

Gentlemen:

Our main concern again, outside of the Elms, was with the Sugar Maples which continue to show signs of decline and loss of vigor, especially those in close proximity to our main streets. The cause seems to be apparent, the remedy less so. Many have been removed, many others pruned.

Ice, wind and snow damage was light. No trees were set out this year, but rather sixty small trees were purchased and planted in the Town Nursery for future use. The purchase of brush chipper has enabled us to keep abreast of the brush problem as it accumulates at the dump and all wood of fireplace dimensions is cut and left for the taking.

Other current and routine tree problems were attended to.

Our thanks to all Boards, Departments and townspeople for their help and cooperation throughout the year.

Respectfully submitted,

HOWARD E. TRUESDALE,
Supt.

REPORT of the BOARD of TRUSTEES of the SOUTHBOROUGH LIBRARY

To the Honorable Board of Selectmen

The Board of Trustees of the Southborough Library submits the following report for the year 1971:

Volumes in Main Library	25,494
Volumes in Childrens Library	5,268
Added — Main Library	642
Childrens Library	290
Books Circulated	
Adult	14,336
Children	12,596
Films Circulated	39
Inter-Library	103
Books on Loan from Regional	176
Fines Collected	$135.13

Anne S. Bradley and Elizabeth White were reelected to the Board for a term of three years at the Town Election in March.

The Library participated in the Heritage Day Celebration with a display and a Book Sale conducted by the Friends of the Library.

A new front door was installed which proves to be both attractive and functional. Emergency lights for downstairs and a back door light have been added as a safety feature.

The Library accepted a bench, donated by the American Legion and Veterans of Foreign Wars, to be placed on the lawn replacing the old War Memorial Board.

The Board of Trustees are grateful to the entire staff for their continued devotion which makes our library one of the best in its field. The Board wishes to thank all the thoughtful people who have contributed books during the year to our library.

Respectfully submitted,

HARRISON REINKE, Ch,
ANNE S. BRADLEY, Treas.
BEULAH T. CALLAGHAN,Sec.
JAMES HIGGISTON
ELIZABETH WHITE
NATALIE FANTONY
Board of Trustees

REPORT of the PLANNING BOARD

1971 was a year of increasing activity and responsibility for the Planning Board.

New Subdivisions:

1. The Cosmo-Linsey Company presented extensive subdivision plans for its Industrial Park property on the north and south sides of Route 9, just easterly of Route 495. A preliminary plan of the entire area was submitted in March and a definitive plan of 145 acres on the southerly side of Route 9 was presented in July. Extensive time was spent in views of the land, conferences with the developer and conferences with Universal Engineering Corporation (the Boards engineering consultant). On both occasions, the plans were disapproved for a substantial number of reasons. It is anticipated that further revised plans will be submitted.

2. In March the Board received a subdivision of Residential Land off Woodbury Road consisting of 72 lots. This subdivision was disapproved essentially due to problems of access.

A residential subdivision of land between Sears and Marlboro Roads, owned by Cameron and Montgomery Sears Bradley, was approved by the Board in November. The subdivision includes 31 lots ranging in area sizes from 1 to 3 acres.

4. Several plans to reorient the Fiddler's Green subdivision on Blackthorn Drive and Tara and Bantry Roads were presented by James P. Murphy, Jr. in October. These plans included a proposed connector road between Tara and Bantry Roads within a strip of land rezoned to residential at the 1971 Annual Town Meeting.

Previously approved subdivisions:

The Board was also preoccupied with several subdivisions which had previously been approved and were in varying states of completion. In particular the Kimberly Park subdivision presented substantial questions of street construction, drainage and street acceptance. The remaining portion of Woodland Estates (Caroline Terrace and Ted Lane), Partridge Hill (off White-Bagley Road) and Kimberly Park presented questions relating to construction bonds.

Town Meetings:

The Planning Board participated in several articles at the 1971 Annual Town Meeting including the rezoning of land for the Fiddler's Green crossover road, the acceptance of a statutory section which provides that zoning articles rejected by an Annual Town Meeting may not be resubmitted for two years without Planning Board approval, the rezoning from Industrial to Industrial Park of a strip of land on the westerly side of Route 85 northerly of Mt. Vick-

ery Road, and the improvement of setback requirements in Business and Industrial zones and parking requirements.

At the 1971 Special Town Meeting the Planning Board made recommendations with respect to proposed acceptance of several streets as well as a zoning amendment changing swimming pool setbacks in rear yards. The Planning Board also proposed an examination of the question of public housing.

Planning:

Because of the increased development activity, less time was available for planning than in the previous year. Nevertheless the Board did conduct a study of Route 9, results of which are to be presented at the Annual Town Meeting. The Board participated in the study of public housing, supervised the completion of a land use study by Kenneth Paolini, received a report from its Underground Wiring Subcommittee (which concluded that it was premature for the Town to accept certain legislation to convert present overhead wires to underground), prepared a Site Plan Amendment to the Zoning By-law for the 1972 Annual Town Meeting and completed the revision of its Rules and Regulations which establish standards for the construction of subdivisions.

In addition to the above, the Board was involved in a variety of routine matters including conferences with various developers and review of zoning permit applications and survey plans. A member of the Board participated on each of the Dump Site Selection, Capital Budgeting and Housing Study committees. The Board also attended various meetings outside the community and hearings held by other Town Boards.

The Present:

It is clear that the questions and matters which come before the Planning Board are of increasing seriousness

and importance to the future of our community. This is reflected in the expenditure by the Board over and above its own budget of several thousand dollars of engineering funds to revise the Rules and Regulations and have the various subdivision plans reviewed by our engineering and planning conultants.

The Future:

The Board believes the Town will need to hire an Inspector in the near future to ensure the proper construction of subdivisions, particularly those in Industrial Park areas. And, while consultants become more and more necessary, we are also in need of greater assistance from others in the community. There are several critical areas which the Planning Board has been unable to research and review because the time simply has not been available. Yet every year we postpone these matters, we face increasing development activity without the preparation necsssary if the Town is to direct its own progress.

Respectfully submitted,

PAUL R. O'CONNELL JR., Ch.
ROBERT E. HOSS
PETER F. PHANEUF
THOMAS P. WOLFE
LAWRENCE P. KIMBALL,
Clerk

REPORT of the BOARD of ASSESSORS

To the Honorable Board of Selectmen:
Town of Southborough

Gentlemen:

The Board of Assessors of Southborough submits the following report for the year of 1971:

The President's economic freeze on prices and wages had no effect on restraining the spiralling tax rates particularly ours which increased 14% above last years. With several major problems facing us in the very near future, solid waste disospal and sewerage, it is questionable if we can hold the present rate.

Growth continues in all areas of residential, business and industrial properties. We have reviewed all permits submitted by the building, wiring and plumbing inspectors. Some permits reflected no change in value because of the nature of work such as change of service etc. It is interesting to note that many residents are not complying with the law which requires a permit to be taken out for any changes made to your property including plumbing, wiring and building modifications.

We held two public hearings and received extensive news coverage explaining the inequities that creep into a valuation program if updating is not performed. An article requesting updating was presented to the voters at the Annual Town Meeting last March, the vote was negative.

The legislators have recognized the need for professional status of all assessing officials in the Commonwealth by enacting legislation making it mandatory that all assessing officials attend educational programs established by the Department of Corporations and Taxation. This coming year

two mandatory programs will be scheduled in addition to the full week training program at the University of Massachusetts in August, which your board has been attending annually.

The salary study committee established at the Annual Town Meeting in March for the purpose of reviewing all elected official salaries submitted nothing definitive relating to the present Assessors structure. We feel their suggestion of a full time Assessor at this time is not warranted based on the following reasons. The present legislation of mandatory education will have a significant impact on all local assessors in complying with the new standards being established. The objective is to recognize the local offices by creating regional assessing officers. Many of the present Assessors would become eligible for these positions on a full time basis.

Respectfully submitted,

ARTHUR K. HOLMES, Ch.
RALPH H. CLARK
CHARLES W. JOHNSON

Assessor's Computation of 1971 Tax Rate

Appropriations voted:

To be raised by taxation	$2,824,666.03
To be taken from available funds	87,499.90
Offset: School Lunch Program	7,231.32
Libraries	999.00

County Assessments:

County Tax	$55,443.70
County Hospital	2,331.51

State Assessments:			
State Recreation Areas		$9,787.20	
Audit		108.77	
Metropolitan Area Planning Council		405.96	
Motor Vehicle Excise Tax Bills		706.50	
Overlay 1971		87,330.61	
			$3,076,510.50
Estimated Receipts:			
1971 Cherry Sheet		$414,252.50	
Motor Vehicle Excise		160,000.00	
Licenses		15,000.00	
Fines		1,500.00	
Appeal and planning board hearing fees		400.00	
General Government		1,500.00	
Protection of Persons and Property		2,000.00	
Health and Sanitation		300.00	
Highways		1,200.00	
Libraries, fines		50.00	
Water Department		90,000.00	
Cemeteries		2,500.00	
Interest		9,000.00	
Farm Animal Excise		300.00	
St. Mark's and Fay Schools		10,000.00	
M. D. C.		13,000.00	
			$721,002.50
Overestimates from Cherry Sheet		850.30	
Amounts voted from available funds:			
E & D Fund	2-1-71	$6,750.00	
E & D Fund	3-8-71	46,799.90	
E & D Fund	3-9-71	20,550.00	
E & D Fund	3-10-71	13,400.00	
Dog money	3-8-71	259.17	
To reduce taxes	3-10-71	45,000.00	
			$132,759.07
Total estimated receipts and available funds			$854,611.87

Net amount to be raised by taxation on property	$2,221,898.63

Valuation of Real and Personal Property:

$45,344,870.00 at $49.00 per thousand	$2,221,898.63

Real Estate Valuation:

January 1, 1971	$42,728,100.00
January 1, 1970	39,174,170.00
Gain	$3,553,930.00

Personal Property Valuation:

January 1, 1971	$2,616,770.00
January 1, 1970	2,452,900.00
Gain	$163,870.00
Water liens added to taxes	$1,909.49
1970 Excise committed in 1971	36,482.98
Motor Vehicle Excise Tax	227,411.91

Exemptions and Abatements

Motor Vehicle Excise Tax:

1968 Levy	$9.63
1969 Levy	749.81
1970 Levy	6,337.21
1971 Levy	20,622.94

Personal Property Tax:

1970 Levy	$86.00
1971 Levy	335.65

Real Estate Tax:

1968 Levy	$103.50
1969 Levy	613.70
1970 Levy	2,921.35
1971 Levy	39,097.91

(reimbursed from State $4,331.60)

REPORT of the TOWN COLLECTOR

To the Honorable Board of Selectmen:
Southborough, Massachusetts

Gentlemen:

The Town Collector submits the following report for the year ending December 31, 1971.

WATER RATES

Balance 12-31-70	$7,592.65	
Committed 1971	93,009.55	
Overpayment refund	131.50	
	$100,733.70	
Paid to Treasurer		$93,153.11
Committed to Water Liens		1,177.12
Abated		415.01
Outstanding 12-31-71		5,988.46
		$100,733.70

WATER MISCELLANEOUS

Balance 12-31-70	$301.92	
Committed 1971	5,855.04	
Overpayment refunded	167.96	
Interest	33.42	
	$6,358.34	
Paid to Treasurer		$3,785.25
Committed to Water Lien		253.72
Outstanding 12-31-71		2,319.37
		$6,358.34

WATER SERVICES

Balance 12-31-70	$1,351.54	
Committed 1971	7,593.93	
Interest	6.55	
	$8,952.02	
Paid to Treasurer		$6,472.25
Committed to Water Lien		408.40
Balance due 12-31-71		2,071.37
		$8,952.02

1969 TAXES

Balance 12-31-70	$1,598.40	
Interest	152.60	
Abatement refunded	539.60	
	$2,290.60	
Paid to Treasurer		$1,215.20
Abated		613.70
Transfered to Tax Title a/c		461.70
		$2,290.60

1970 TAXES

Balance due 12-31-70	$127,727.82	
Interest	6,356.98	
Abatements Refunded	1,478.70	
Overpayment Refunded	14.50	
	$135,578.00	
Paid to Treasurer		$121,242.04
Abated		2,708.50
Tax Titles		9,458.40
Balance due 12-31-71		2,169.06
		$135,578.00

PERSONAL PROPERTY

Balance due 12-31-71	$3,284.15	
Overpayment Refunded	62.35	
Interest	108.42	
	$3,454.92	
Paid to Treasurer		$3,368.92
Abated		86.00
		$3,454.92

1971 TAXES

1971 R. E. Committment	$2,093,676.90	
Interest	1,649.67	
Water Liens	1,909.49	
Abatements Refunded	4,394.25	
Overpayments Refunded	1,831.18	
Water Liens Refunded	129.11	
	$2,103,590.60	
Paid to Treasurer		$1,967,450.47
Water Lien		1,980.07
Tax Title account		14,898.18
Abated		39,097.35
Balance 12-31-71		80,164.53
		$2,103,590.60

PERSONAL PROPERTY

Personal Property Tax	$128,221.73	
Interest	26.75	
	$128,248.48	
Paid to Treasurer		$128,847.33
Abated		335.65
Balance due 12-31-71		3,065.50
		$128,248.48

FARM & ANIMAL

Committed	$381.95	
Paid to Treasurer		$381.95

1968 MASS. MOTOR VEHICLE EXCISE

Balance due 12-1-70	$9.63	
Abated		$9.63

1969 MASS. MOTOR VEHICLE EXCISE

Balance due 12-31-70	$770.16	
Interest	7.32	
Refund	118.03	
Abatebents Refunded	175.40	
	$1,070.91	
Paid to Treasurer		$221.55
Abated		749.81
Balance due 12-31-71		99.55
		$1,070.91

1970 MASS. MOTOR VEHICLE EXCISE

Balance due 12-31-70	$15,483.26	
Committed 1971	36,482.98	
Interest	193.38	
Abatements Refunded	2,550.30	
Overpayment Refunded	77.86	
To be Refunded	14.14	
	$54,801.92	
Paid to Treasurer		$47,395.56
Abatements		6,327.33
Balance due 12-31-71		1,079.03
		$54,801.92

1971 MASS. MOTOR VEHICLE EXCISE

Committed 1971	$227,411.91	
Interest	207.55	
Overpayment Refunded	36.40	
Refunds due	70.68	
Abatements Refunded	4,830.47	
	$232,557.01	
Paid to Treasurer		$161,345.25
Interest		207.55
Abatements		20,641.86
Balance due 12-31-71		50,362.35
		$232,557.01

Miscellaneous receipts paid to Treasurer:

Cemetery Dept.	$7,385.10
Lien Certificates	809.00
Selectmen	787.00
Tree Warden	668.10
Board of Health	551.00

I extend to the Board of Selectmen, Town Officers, Dept. Supervisors, and Town Personnel, my appreciation for their cooperation during the year.

Respectfully submitted,

WALTER F. WHITE,
Town Collector

REPORT of the SOUTH MIDDLESEX OPPORTUNITY COUNCIL

The South Middlesex Opportunity Council is a Community Action Agency funded by the Office of Economic Opportunity to serve low-income families and individuals in Framingham, Ashland, Bellingham, Holliston, Hopkinton, Marlboro, Natick, Southborough and Wayland.
The responsibility of the Agency is to:

1. Meaningfully involve low-income people in developing and carrying out anti-poverty programs.
2. Mobilize public and private resources in support of anti-poverty programs.
3. Coordinate efforts with other Agencies so as to avoid duplication and improve delivery of services.
4. Serve as an advocate for the poor on matters of public policy and programs which affect their status, promoting institutional improvements.
5. Support neighborhood level and community based organizations.

During the past year SMOC has undergone a restructuring of its Board of Directors and programmatic efforts in the community. SMOC continues to operate a Head Start Program for 126 children. Since last January it has developed the following programs:

A. A Day Care Program for forty-five low-income children (available to residents of Southboro).

B. An Alcoholism Rehabilitation Program providing counselling and followup to individuals and families (available to residents of Southboro).

C. A Prisoner Rehabilitation Program providing job training, related education and resocialization opportunities for inmates of Massachusetts Correctional Institute-Norfolk. The program operates with fifteen inmates, five days a week, at Medfield State Hospital.

D. A Manpower Program providing counselling, job development and supportive services to individuals presently unemployed or underemployed (these services available to residents of Southboro).

E. A Neighborhood Youth Corps Program providing employment and supportive services to low-income teenagers in the SMOC area. This past summer a total of 300 teenagers were employed throughout the area. Presently there are twenty out-of-school teenagers employed through this program.

F. A Housing Development Component which provides information on housing programs available to local communities as well as assists local communities in securing State and Federal monies for public and private housing development.

SMOC also coordinates the South Middlesex Manpower Planning Council which is operating to coordinate employment and manpower efforts on the local level as well as develop new programs to deal with increasing unemployment in this area. Efforts are now being made to attain local government participation in this council. During the past four months SMOC has assisted seventeen local communities in securing $350,000.00 through the Emergency Employment Act.

During the next year SMOC will continue to operate the above programs while concentrating its efforts in the areas of housing, health, manpower and the support of local low-income groups such as United People and Comunidad Unida.

The Board of Directors of SMOC is composed of twenty-seven local residents Mr. Mark McCormack is the Selectmen's representative from Southboro. Further information on SMOC can be gained from Mr. McCormack or by calling the central office located at 36 Concord Street, Framingham, 872-4853.

Respectfully submitted,

MARK E. McCORMACK

Report prepared by Paul Houlihan, Executive Director.

REPORT of the BUILDING DEPARTMENT

To the Honorable Board of Selectmen:
Southborough, Massachusetts

Gentlemen:

The Building Department submits herewith its annual report for the year ending December 31, 1971.

Building Permits issued		126
Plumbing Permits issued		61
Gas Permits issued		53
Wiring Permits issued		142
Estimated value of new construction (residential)	49 units	$1,875,000
Estimated value of alterations (residential)	22 units	68,000
Estimated value of Pools (residential)	29	90,000
Estimated value new construction (commercial)	3	315,000
Estimated value of alterations (commercial)	5	88,000

Estimated value of new signs	7	3,000
Estimated value of addition to private school	1	240,000
Estimated value of addition to church	1	5,000
Estimated value of new public building	1	2,500
Total		$2,686,500
Buildings wrecked 3, estimated value		$2,000
Misc., fences etc. 5, estimated value		8,000

Respectfully submitted,

HAROLD W. WALCOTT,
Building Inspector

REPORT of the HIGHWAY DEPARTMENT

To the Honorable Board of Selectmen:
Town Hall
Southborough, Massachusetts 01772

Gentlemen:

I hereby submit my annual report for the year ending December 31, 1971.

The Chapter 90 Construction work on Fisher Road was completed November 1971. This consisted of widening the intersection of Jericho Hill Road and Fisher Road, also installing two hundred sixty (260) feet of 12" pipe and three (3) catch basins. One (1) coat of Type I hot top was put on Jericho Hill Road to the railroad bridge.

The contract of 1971 on 90 Maintenance, on Jericho Hill Road and Framingham Road, was completed which consisted of installing drainage, two hundred twenty (220) feet

of 12" pipe and one (1) catch basin on Framingham Road. One (1) coat Type I hot top was put on from Boston Road to six hundred (600) feet north of East Main Street. One (1) coat Type I hot top was also put on the Fisher Road intersection to the Southboro-Marlboro town line. This was completed November 1971.

All Chapter 81 work for 1971 was completed December 31, 1971.

Chapter 768 work was done on Boston Road from Main Street to Framingham Road, which included hot topping.

Drainage on Flagg Road and Deerfoot Road was completed, which included one thousand thirty (1030) feet of 12" pipe, eight hundred ninety (890) feet of 15" pipe, seven hundred ninety (790) feet of 18" pipe, forty-two (42) feet of 72 x 44 arch pipe cross culvert on Deerfoot Road, nineteen (19) catch basins and eight (8) manholes. Drainage on Parkerville Road consisted of installing new culvert, one hundred twenty-four (124) feet—72 x 44" arch pipe, opened a new ditch one hunudred (100) feet long, and cleaned out the brook beginning at Route 9 at Mass. Electric Co. to Flagg Road,a distance of 2,900 feet.

The reports of receipts and expenditures of the Highway Department will be found in the Town Accountant's Report.

At this time, I wish to thank the Board of Selectmen, members of the Highway Department, and all other Town Departments for their co-operation during the past year.

Respectfully submitted,

LEO J. PESSINI,
Highway Superintendent

Report of the
ELECTION OFFICERS SALARIES COMMITTEE

Board of Selectmen
Town Hall
Southborough, Massachusetts

Gentlemen:

The Study Committee on the salaries of elective officers submits herewith its report which is to be presented at the next Annual Town Meeting.

Respectfully submitted,

JOSEPH F. CALLAGHAN, Ch.
PHILIP C. BEALS
WILLIAM E. LaPOINTE
EARL R. SMIDDY
CHARLES E. WOOD

Committee to study Elective Officers' salaries.

	Present Salary	Recm'd Sal.	Increase
Moderator	$25	$100	$75
Treasurer	2,000	2,000	—
Town Clerk	1,800	2,000	200
Town Collector	2,000	2,000	—
Selectmen (3)	2,100	700-700-1,000 chairman	300
Assessors (3)	4,000	4,000*	—
School Committee (5)	500	500	—
Board of Health (3)	300	100-100-125 chairman	25
Water Commissioner (3)	300	100-100-125 chairman	25
Cemetery Cmmr. (3)	75	100-100-125 chairman	250
Tree Warden	25	100	75
Reg. School Commissioner	—	—	—

Planning Board (5)	—	100-100-100-100-125 chr. 525
Library Trustees (5)	—	100-100-100-100-125 chr. 525
		$2,000

*Suggested full time principal assessor.

Note: School Committee and Regional School Commissioner governed by state law.

Report of the
BOARD of WATER COMMISSIONERS

To the Honorable Board of Selectmen:
Southborough, Massachusetts

Herewith is submitted our Forty-first annual report for the year ending December 31, 1971.

During the year the Board held 48 regular meetings and 33 special meetings.

At the annual Town election held on March 18, 1971, Mr. George A. Mooney was reelected to the Board of Water Commissioners for a term of three years.

At a regular meeting of the Board of Water Commissioners held on March 23, 1971, Mr. George A. Mooney was appointed as chairman of the Board for the year 1971.

At a regular meeting of the Board of Water Commissioners held on June 7, 1971, Mr. William G. Binder, was re-appointed Superintendent of the Water Department for the year 1971, and Mrs. Julia C. Murphy was re-appointed Clerk for the year 1971.

Due to an increased demand of work, construction wise, this has been the largest year in the history of the Water Department.

On February 25, 1971, the Cosmo-Linsey Corp., started the 12" line down from Fiddler's Green Tank. This 12" main has been completed through the Industrial Park, a distance of 3150 ft., and connected to the 12" main at Rt. 9 and Flagg Road, thus completing a much needed loop in this area, as pre-planned by the Board from a survey done by Whitman & Howard in 1959, and at no cost to the Town.

On May 10, 1971, Western Electric Extension was started. This consisted of 1250 ft. of 12" main along Rt. 9 to service their new building with domestic water and fire protection. This has been completed and tested and is now in service.

In June an extension of 700 ft. of 12" main was installed on Rt. 9, westerly from Parkerville Road, to the new Eastern Equipment Co., building. This has also been completed and is now in service.

The Cosmo-Linsey Industrial Park, on the south side of Turnpike Road, added some 950 ft. of 12" cast iron pipe and 400 ft. of 8" cast iron pipe, together with appurtenances.

Fairview Drive in the Randall Development was extended 300 ft. to the next intersection. The complete main from Summit Drive to the end has been tested and is now in service.

The Marlboro Road extension has been installed from Framingham Road to Cross Street. This was done with 12" pipe to conform with the survey planning. The winter weather stopped this job before the tie in on Cross Street could be made, but this will be done in the spring.

This year the elevated tank in Southville has been

painted. The contract for this work was awarded to the Roger Payeur Co. The tank was sandblasted and three coats of cynal paint applied. The exterior was spot blasted, spot primed, and a final coat of enamel applied to complete the contract.

This year a new truck was purchased by the Water Department. The bid was awarded to Tuck's Truck Service, Hudson, Mass., and a new 1-ton International dump truck was delivered in July.

At this time the Board, once again recommends that the Clear Hill and Oak Hill tanks have covers installed, and as recommended by the State Department of Public Health.

Due to the increase in utility construction this year, it was difficult to hire a backhoe as everyone was busy through the summer season.

The Highway had a very busy season, therefor their machine was not available to us for any length of time until the middle of September, this created a lag in our maintenance program, therefore all the work planned could not be completed before the winter.

Some difficulty was encountered with the equipment in the pumping station, due to a heavier work load and natural ware on equipment. It was found necessary to replace many component parts to pumps and controls.

At this time the Board also recommends the replacement of the 1965 truck in use, and the replacement of the 1947 compressor now in use.

AMOUNT OF WATER PUMPED IN 1971

January	10,902,300 Gals.
February	9,639,100 "
March	10,956,800 "

April	11,623,900	"
May	12,069,300	"
June	17,617,200	"
July	17,717,500	"
August	14,899,700	"
September	12,334,300	"
October	11,304,300	"
November	9,872,100	"
December	10,581,600	"
Highest day - 6/18/71	1,041,700	"
Highest week - 6/13 -6/19/71	4,754,00	"

GASOLINE CONSUMPTION

SW1	1344.9	Gals.		
SW2	1557.9	"		
SW3	271.9	"		
SW4	32.4	"		
Smallmotors	55.1	"		
Compressor	102.6	"	total	3364.8 gals.

DISTRIBUTION SYSTEM

Services added, 1971

By Water Department		23
By Contractor		28
Total		51
Total now in use		1558
Hydrants		
Added, 1971		16
Total now in use		346
Replaced		4
Extended		7
Gate Valves		
Added, 1971		52
Total now in use		1005
Service pipe added, 1971		
3/4" copper	752 ft.	
1" copper	172 "	

1½" copper	130 "
2" copper	120 "
3/4" tuftube	1841 "
1" tuftube	777 "
PVC	
1½"	1174 "
Wrought Iron	750 "

Mains added, 1971

8'	980 ft.
10"	300 "
12"	6673 "
Total	7953 '

Total now in use, 48 miles, 92 ft.

Relocated, Renewed, Replaced

Breaks in mains	12
Hydrants damaged	7
Services repaired	17
Services replaced	2
Curb boxes & stops repaired	15
Valve box extensions	10
repaired & extended	20

For the year 1971, a total budget of $100,293.65 was appropriated for the Water Department and a total of $106,461.85 was returned by the Water Department.

The following item should be of interest to the water consumer:

SIX WAYS TO CUT YOUR WATER BILL

Water probably isn't the most expensive item in your household budget but wasting it wastes money and sets off a whole chain of events damaging to the environment. Here are six tips on conserving it.

1. Check your plumbing periodically for signs of leaks. Water pressure often builds up at night so a pipe or fixture may leak then but not during the day when

faucets are in use and pressure is less. Check for signs of continuously running water ;for example, a toilet flush tank could lose 2,000 gallons of water a day simply because the flush valve is worn out or the float is improperly adjusted. Check sprinkler systems and outside taps. They should be shut off when not in use, don't just close the hose nozzle.

2. Water your lawn and garden with care. Hundreds of gallons of water can flow through a garden hose in an hour. Overwatering not only results in wasteful run-off but also may actually harm plant life.

3. Don't use your toilet as a trash disposer. Each time you flush a facial tissue or cigarette but down the toilet, you use seven gallons of water. Make every flush count.

4. Use washing machines and dishwashers with maximum loads;don't run them every time you have an item to wash.

5. Be sensible about filling backyard wading pools, bird baths and pet watering troughs. Don't leave the garden hose running in them.

6. Get in the habit of using water economically. Don't let it run any longer than necessary when you brush your teeth, shave, wash or use the kitchen sink. Use basin toppers, drawing just enough water for your needs. A typical shower head releases seven to ten gallons a minute; a typical bath tub uses about 30 gallons, so you can shower for three of four minutes and use about the same amount of water you would use in the tub.

Experts claim that water meters seldom malfunction, and when they do they're more likely to stop recording water you use than to charge you for water you didn't use.

Also, note the dates — that high October bill may be for all the water you doused on the lawn in July and August.

The Board of Water Commissioners wishes at this time to thank the various departments and boards in Town for their help and co-operation during the year.

Respectfully submited,

GEORGE A. MOONEY, Chrmn.
ARTHUR L. HOSMER
LEO J. PESSINI, JR.
Board of Water Commissioners
WILLIAM G. BINDER, Supt.

REPORT of the TOWN TREASURER

The Honorable Board of Selectmen
Southborough, Massachusetts

Gentlemen:

The following report is submitted by the Town Treasurer for the year ending December 31, 1971.

Cash balance January 1, 1971	$680,635.40
Receipts from all sources	$4,053,008.57
Total cash available	4,733,643.97
Payments	3,947,788.96
Cash balance December 31, 1971	$785,855.01

The funds are accounted for as follows:

Marlboro Savings Bank	$2,327.58
First Nat'l Bank, Marlboro	22,248.66
Peoples National Bank, Marlboro	1,750.00
N. E. Merchants Nat'l. Bank	60,000.00
Boston Safe Deposit & Tr. Co.	92,431.52
Worcester County Nat'l. Bank	107,097.25
	$285,855.01

Funds are invested as present as listed:

Worcester County Nat'l. Bank	$200,000.00
Peoples National Bank	100,000.00
N. E. Merchants Nat'l. Bank	100,000.00
Boston Safe Deposit & Tr. Co.	100,000.00
	$785,855.01

Investments earned $8,564.61, but this amount is offset by interest of $6,922.11, paid on borrowing against tax anticipation notes in the amount of $650,000.00.

Respectfully submitted,

WALTER F. WHITE, Treasurer

REPORT of the BOARD of HEALTH

To The Honorable Board of Selectmen
Town Hall
Southborough, Mass.

In the year 1971, the Board of Health held (24) regular scheduled meetings on the second and fourth Tuesdays of each month. The Board held (6) extra meetings because of special problems. Consideration of plans for proposed build-

ings and their sewage disposal systems constituted the bulk of the Board's work. The members attended (6) State Board of Health meetings in order to discuss and understand the increasing number of new Public Health rules and regulations.

With the increase of business and commercial buildings in the town, the Board had several large and more complex systems which it gave its approval to this year. Among some of these were Western Electric Company, L. B. Darling Company, the Medical Building, and systems at the Cosmo-Linsey property.

Special licenses issued under the authority of the Board numbered (64).

Because of the increasing demands through Public Health Laws and to give the Town of Southborough better coverage, the Board is requesting funds for the opening of a part time office in the year of 1972. We hope that the townspeople will give this a favorable vote.

Sanitary inspections of establishments in Southborough which prepare, serve, or sell foods has continued under our supervision and by Mr. Robert Rimbach of Middlesex Laboratories. Mr. Rimbach's reports and our own observations show continued improvement of conditions. You will find a report of the Sanitarian further in our report.

Again, due to the fact that all communicable diseases are not faithfully reported to us, the data below cannot be considered accurate. Reported were:

Scarlet Fever	1	Dog Bites	11
Measles	1	Tuberculosis	1
German Measles	0	Streptococal Pharyngitis	151
Chickenpox	4		

It should be noted that Mumps Vaccine was given to 51 school children. Diphtheria-Tetanus shots were given to a

total of 144 children. German Measles shots were given to a total of 309 children. Measles shots were given to 14.

Under the Well-Child Clinic held on May 5, 1971:

Measles Vaccine to 2 children
German Measles Vaccine to 2 children
Smallpox Vaccine to 51 children

On May 15, 1971 a Dog Rabie Immunization Clinic was again held through the kind cooperation of Dr. Peter Johnson and 162 shots were given.

Respectfully submitted,

PHILIP G. MAUCH, Chairman
TIMOTHY P. STONE, M.D.
JOHN A. BARTOLINI

REPORT of the SANITARIAN

Board of Health
Southboro
Massachusetts 01772

Gentlemen:

I again have the honor to present the report of the Sanitarian.

This department has, as in previous years, taken samples of milk and cream at random from retail outlets and delivery trucks and examined them for conformance of State Standards. Bacterial swabs were taken from eating and drinking utensils at those establishments serving food or drink.

Complaints received in regard to quality of food and drink were investigated.

The question has been raised in several instances during the year as to how milk is pasteurized, and I thought it appropriate to explain the two systems in use at the present time.

The vat type, which is the most common, consists of a vat into which the cold or partially heated raw milk is run until it is filled, after which heat is applied to bring the milk to pasteurization temperature, 142°F., and that temperature is maintained until the required thirty minutes has elapsed. The milk may be heated by steam or hot water which circulates through a pipe coil in the vat or through a hollow vat wall. In order to insure a uniform temperature throughout the milk, some method of agitation is used. After the pasteurization period is over, an outlet valve is opened and the milk runs through piping to the cooler and bottler. This pasteurizer is "manually" operated.

The second type is called a "High-temperature, Short-time." This method is a continuous-flow pasteurizer. After the milk has been preheated in a regenerator its temperature is rapidly brought to that of pasteurization, at least to 160°F., and is held there by passage of the milk through a holding tube for a period of fifteen seconds, after which the milk is returned to the regenerator, cooled and bottled.

All pasteurization is done by or under the supervision of a licensed operator. Temperature recording charts are required and must be signed by the operator along with time and date of pasteurizing.

I wish at this time to thank the Board of Health for the cooperation in assisting me to carry out my duties.

Respectfully submitted,

ROBERT W. RIMBACH, R.S.
Sanitarian

Report of the
ASSABET VALLEY REGIONAL VOCATIONAL DISTRICT SCHOOL COMMITTEE

During the past year the Assabet Valley Regional Vocational School has progressed rapidly toward its ultimate completion. Granger Contracting Co. of Worcester has completed approximately 50% of the building and is ahead of schedule.

The school will open in September of 1973 with one full freshman class of four hundred students in addition to approximately 150 upper classmen who will be absorbed from the Marlborough Vocational School. Students from other member towns attending vocational schools at that time will also be admitted.

While the construction of the building has been progressing smoothly, our office now composed of Superintendent-Director Albert Mlawsky, Equipment Coordinator Harold Walcott, and recently appointed Guidance Chairman David Tobin, have been progressing with the operating and planning phases for the opening of the school.

The Equipment Coordinator, Mr. Harold Walcott, has demonstrated outstanding ability in locating surplus and used equipment and in writing specifications for all new equipment.

Along with the procurement of the two million dollars worth of equipment necessary for this school, Mr. Walcott and Mr. Mlawsky have been meeting three nights a week with the various citizen craft committees in order to develop educational programs for the twenty course offerings.

Early in 1972 our guidance personnel will approach the

educational institutions in the district to inform local guidance counselors and parent-teacher groups about the programs to be offered at the Assabet Valley Regional School.

Through the efforts of our treasurer, Mr. Frank D. Walker, the financial picture is progressing in accord with last year's proposals. Mr. Walker has been able to purchase bonds at a very low rate and also to gain interest on funds in hand. State and federal reimbursements have been received as anticipated and we have an oral commitment that the district will qualify under Chapter 1010 for partial reimbursement of the interest charges not covered under the the old formula.

A financial report of each member municipality's commitment is available with this report or can be secured from the district office or your committee member.

Much work has to be done in the next year in order to educate the students in particular and the public in general about the fine opportunities available in vocational-technical education. Assabet will have an outstanding regional facility for public use for many of our youth and for interested adults in the trades and technical education.

Respectfully submitted,

HERBERT L. COBB,
Chairman (Southborough)
PAUL F. HESTER,
Vice Chairman (Hudson)
REINELDE M. POOLE,
Secretary (Marlborough)
DEAN A. GOODWIN (Berlin)
ROBERT E. KINGSBURY
(Maynard)
CHARLES F. THOMAS
(Northborough)
RUTH L. HARPIN
(Westborough)

Report of the
ASSABET VALLEY REGIONAL VOCATIONAL DISTRICT SCHOOL COMMITTEE

TREASURER'S BALANCE SHEET

December 31, 1971

	Debit	Credit
Cash—Hudson National	$63,943.00	
Petty Cash	50.00	
CD Arlington Trust	2,500,000.00	
Reserve for Tel. or Equip.		$20,000.00
Reserve for Pur. Spec. Equip.		80,052.00
Reserve for Contingencies		90,000.00
Loans Auth. but unissued	4,300.000.00	
Excess & Deficiency		101,404.89
First National Bank Marlboro	755.59	
Newton Waltham Bank	939.34	
New Eng. Merchants Bank	370,197.21	
Non Rev. Appropriation	1,656,763.39	
Bonds Payable Planning		575,000.00
Bonds Payable Bldg.		8,000,000.00
Due from Commonwealth		26,191.64
Totals	$8,892,648.53	$8,892,648.53

Respectfully submitted,

FRANK D. WALKER,
Treasurer

Report of the
INSPECTOR OF ANIMAL HEALTH

Stables Inspected (Dairy)		10
Stables Inspected (Beef)		5
Dairy Cows and Heifers (Over 2 years old)		
	Grades	218
	Purebreds	62
Heifers (1-2 years old)		
	Grades	20
	Purebreds	30
Heifer (Calves under 1 year)		
	Grades	14
	Purebreds	43
Bulls		
	Grades	5
	Purebreds	4
Beef Cattle		
	Grades	49
Horses		93
Ponies		19
Donkeys		0
Goats		0
Sheep		8
Swine		51
Swine Herds		1
Buffaloes		6
Long Horns		10
Persons bitten by dogs		41
Cattle reacting to Tuberculin Test		0
Cattle reacting to Brucellous Test		0
Cattle shipped in from out of state		1

Respectfully submitted,

SERENO W. JOHNSON

Report of the
PARKS and RECREATION COMMISSION

The past year has been the most successful one to date for the Recreation Commission. Our first thanks go to Mr. Paul McCarthy, for his generous use of his pool, without which our swimming program would not be the continual success that it is. Our thanks go to the instructors, who did a fine job.

The summer playground had a good attendance—a tribute to all who organized and ran it. The list of programs sponsored by the Commission is lengthy; a trip to Lincoln Park and Benson's Animal Farm, figure skating, skiing, a trip to the Ice Follies, which included Senior Citizens, basketball for boys, girls, women, and men, women's and men's softball, Jr. and Sr. lifesaving, a road race for Heritage Day, assistance with St. Mark's skating rink, a trip to a Red Socks ballgame, and the commission had ice made for the skating season for the townspeople.

In addition to these activities, the Commission instigated several new activities, namely, golfing, girl's charm course, hockey for girls, a trip to General Motors truck rodeo, and a soccer program, all of which were highly successful.

This Commission has, and still is, working diligently on the Mooney Field Program.

The Committee relies on the support and assistance of the town citizens, and the various town departments, for it is they who make this Committee's workings successful. The Committee feels that special recognition should go to Mr.

David E. Coe, formerly of St. Mark's School, who, over 30 years ago, formulated and began the boy's club, for local area boys, which is still active today. The dedication shown by this man, in his concern for the youth of Southborough, bears it's fruit today, in the many boys enjoying this club. Our heart-felt thanks go to Mr. Coe.

Our thanks are also extended to the town of Southborough for it's support in our endeavors.

Respectfully submitted,

NAPOLEON DEPINA,
Chairman
ROBERT W. GOULD, JR.
EDNA McGILLICUDDY
FRITZ WEIDERGOTT
PHYLLIS WHITAKER

Report of the
SOUTHBORO SCHOOL STUDY COMMITTEE

January 1, 1972

The amount of space available in our present school plant to accommodate population growth has diminished more rapidly during the past year than was anticipated by this Committee in it's 1970 report. Although the increase in school population due to the movement of new families into the Town remains minimal, the Massachusetts Board of Education has decreed that we must include all children 4 years, 8 months or more in our program. Previous policy was to include only those of 5 years or more. This has the immediate effect of increasing our school population by approximately 40 children. The total number of children in grades K through 8 stood at 1294 on October 1, 1971. Twenty

of the above 40 will be added as of Feb. 1, and the remaining 20 as of Sept. 1972. Our total school population, K through 8, should be approximately 1350 on Oct. 1, 1972. Theoretical capacity, including the presently unused South Union School, is 1450 seats. Thus, the margin of safety which was developed upon the completion of the Neary School against an unforseen influx of students, such as might result from a new housing development, has been preilously reduced. The administration has indicated that it will probably be possible to conduct school during the 1972-1973 school year without the use of the South Union School, but all other buildings will be filled to capacity.

After careful evaluation of what could be the development of a critical situation, this committee has decided, in deference to the tax situation and the present economic climate, to once again postpone any request for the appropriation of additional school planning monies, and to launch an aggressive but cautious investigation into the possibilities of a 12 month school year. We feel that this new concept which is being approached by many school systems should be thoroughly evaluated, that the results of such evaluation should be made known to the people of the town, and that a concensus of the people's opinion should be obtained before the Town embarks upon further costly school building programs. This is not to say that the Southboro School Committee has developed any opinion or position on this controversial subject. A sub-committee of the School Study Committee has been appointed whose duty will be to gather information from the studies being conducted by other school systems and academic institutions. This material will be used to identify the most appropriate 12 month plan for Southboro, and the details of such a plan will be presented to the people through the medium of public meetings. An affirmative concensus will indicate that details for implementation should be developed. A negative concensus will probably indicate the need for new school planning. It is quite obvious that any decision reached on this matter must represent the majority opinion of the Town's people.

This committee hopes to be able to certify the costs for the Neary School to the School Building Assistance Bureau by Oct. 1, 1972. A rough summary of that account is as follows:

Expenditure of bond issue money to date	$1,873,849
Money committed but not paid	16,390
Money budgeted—not yet committed	5,215
Balance	1,546

Respectfully submitted,

HERBERT L. COBB, Chairman
ELTIE KISER, Secretary
PETER ASPESI
HARVEY D. BIGELOW
KENT M. BROWN
JANICE FLETCHER
DR. RICHARD A. HALLISEY
EDWARD LAMBERT
GEORGE N. THIBEAULT
ROBERT M. WILLIAMS
Southboro School Study Committee

REPORT of the PERSONNEL BOARD

To The Honorable Board of Selectmen
Southborough, Mass.

Gentlemen:

During 1971 we continued to maintain an open door policy to all Town employees. We cannot correct any errors if we are not informed about them.

We plan to keep all salary increases within the Federal Government Guide Lines this year.

Southborough was again this year in the upper half of the Massachusetts Municipal Salary Survey.

The Board's office is located in the rear of the Southborough Town Hall where regular meetings are held on the first and third Wednesday of each month.

Respectfully submitted,

Southborough Personnel Board

COMMITTEE ON CAPITAL BUDGETING

Board of Selectmen
Southborough

Gentlemen:

This Committee, pursuant to your directions, explored in detail the value of a permanent board or committee to engage in capital planning. Extensive discussions were held by the members of the Committee, individually and collectively with various municipal organizations concerned with this question.

It is our judgment that a Capital Budget Planning Committee should exist in Southborough. The substance of our report is contained in an Article of this Warrant.

Respectfully submitted,

Charles E. Wood, Chairman
Peter M. Aspesi
Richard W. Knorr
Myles W. O'Reilly
Edwin C. Williams, Jr.
Thomas P. Wolfe
William L. Zolli
CAPITAL BUDGETING COMMITTEE

REPORT of the CEMETERY COMMISSIONERS

To the Honorable Board of Selectmen
Town of Southborough, Mass.

Gentlemen:

The Board of Cemetery Commissioners wish to submit their annual report.

The care of the cemetery was carried on in a very satisfactory manner by our superintendent and his crew. Walls were built that not only enhance the beauty of our cemetery but also gave the cemetery 20 additional eight grave lots which were badly needed. These lots, when sold, will give the town $12,000.00 in future revenue. We plan to continue our reclamation project in 1972 by building more walls and adding $24,000.00 in new lots. We feel that in the past several years our accomplishments have been noteworthy. Back in 1962, when the commissioners were desperately searching for more land for our cemetery, it was predicted that we would run out of space within 5 years. Now, 10 years later, thanks to our stone walls and reclamation project, we still have ample room. We wish to thank John Roche and the Johnson Bros, who continue to donate the stones for this project.

We have held monthly meetings every 1st Monday of the month and several special meetings throughout the year. The public is welcome to attend these meetings which are held at the cemetery from June through September and at one of the commissioner's homes Oct. to May.

We have at long last installed electricity and telephone service at the cemetery and are in the process of installing heat for our building.

We wish to thank our dedicated superintendent and our hard working crew. They have given us much of their time beyond regular working hours. We also would like to make mention of our appreciation that we wish to extend to many of the other town departments who have helped us out over the year.

It is our sincere wish that we will continue to make our citizens proud of their cemetery during the coming years.

Respectfully submitted,

GEORGE L. BURWELL
HARVEY D. BIGELOW
EDWARD W. NEWTON

REPORT of VETERANS' GRAVE OFFICER

To the Honorable Board of Selectmen
Southborough, Mass.

Gentlemen:

The Veterans' Grave Officer wishes to submit his annual report.

Records of deceased veterans were received and filed.

Grave stones that neded to be reset were taken care of with the cooperation of Mr. Leo Bertonazzi, Cemetery Superintendent, and his assistant Mr. Joseph Noberini. This work was done at no cost to the town.

Mention should be made of the fine job done by the Veterans of Foreign Wars and the American Legion in decorating all the Veterans' graves for Memorial Day.

Respectfully submitted,

GEORGE L. BURWELL

REPORT of the BOARD OF SELECTMEN

The Board of Selectmen wishes to report on our progress in 1971 and 1972, and some of the directions which this Board will take in 1972.

We have completed our sewerage study for the Town, after meeting with the State Agency and our engineers, Robert Charles Engineering Associates. After having applied for entry into the MDC system, and our request was refused by the State Water Pollution Control Board, a meeting was called at the Andrea Restaurant in Southborough with our State Representative and State Senator, together with representatives from the Towns of Hopkinton, Holliston, Framingham, Ashland, Northboro, and the MDC Water Polution Control Board, and the Metropolitan Area Planning Council. It was the consensus of the meeting that a regional study should be made of the immediate area and appropriate action to hopefully follow thereafter.

We created several ad hoc committees—Low Income Housing for the Elderly, Capital Budget Planning Committee, Historical District Study Committee, and Building Department Study Committee. Hopefully, the results of these committee studies will have favorable results for the town and their respective areas of study.

Turning to our Building Department, it should be pointed out that the Police Station has been completed, and hopefully the needs of the Fire Department will be met in the near future. Also, the desperate need for Town office space should be pointed out at this time. In the near future, the Town Building Committee will develop some concrete plan for the Annual Town Meeting and, hopefully, the townspeople will vote for it.

The program involving State Highways, Route 30 and Southville Road is in process, and the takeover of these roads is in progress with a target of completion in 1972 or 1973.

At this time we would like to point out the many years of service of our Highway Superintendent, Leo Pessini, who will be retired in March 1972, and for the townspeople of Southborough, we would like to say, "Leo, it's a job well done. Thank you very much. Many, many years of happy retirement." The position of Superintendent has been filled with a young man of Southborough, John Boland, who has the engineering background to carry on the duties of the Highway Superintendent.

The Board wishes to call attention that through the Emergency Employment Act of 1971, the Board of Selectmen was able to create a position of Administrative Assistant to the Board of Selectmen who handles our day-to-day business, and relieves the Board of many, many duties allowing us to devote more of our time to policy making. This position was filled by William L. Zolli of Bryden Road, Southborough.

A second position, created under EEA 1971 was that of Police Dispatcher in the Police Department, was filled by Willard S. Putnam.

These two positions are wholly Federally funded at no cost to the Town.

Another problem with which the Town is faced is that of the Town Dump. We are still carrying on with our land-fill dump on Parkerville Road which is very rapidly filling up. The people of Southborough should be prepared to act favorably on any request of the Town's Site Selection Committee regarding sanitary land-fill waste disposal. Hopefully, their proposals will solve our problems for the immediate future. We are also staying alert to proposals which deal with waste disposal in adjoining towns on a regional basis. We should take the necessary step to activate our own sanitary land-fill

operation along the lines of the report already given by the Committee.

The Board would like to express its sincere appreciation for the cooperation of all the elective and appointed officials and all the town departments for their assistance during the year.

Respectfully submitted,

LUIS J. BARTOLINI, Chairman
THOMAS W. McAULIFFE
ROBERT C. DUMONT
Board of Selectmen

REPORT of the FIRE DEPARTMENT

Board of Selectmen
Town Hall
Southborough, Mass. 01772

Gentlemen:

In accordance with Article XII Section 7 of the By-laws of the Town of Southborough, I hereby submit the Annual Report of the Fire Chief and Forest Warden for the year 1971.

During the year the Fire Department responded to 293 calls as follows:

Buildings	32
Motor Vehicles:	
Fire	29
Accidents	14

Brush and Grass	63
False Alarms	17
Needless	12
Emergency	6
Ambulance	66
Miscellaneous	54

Mutual Aid Rendered:

Marlborough	7
Framingham	1
Westborough	1
Hudson	1
Ashland	1

Mutual Aid Received:

Marlborough	7
Hopkinton	4
Sudbury	1
Ashland	2
State	5

Changes in departmental personnel were:

Call Firefighters appointed:

Edmund H. Bullard, Sr.
Robert W. Clewes
Donald G. Hamelin, Sr.

Promotions:

Call Lieutenant Peter F. Phaneuf to Permanent Firefighter

Resignations, Retirements and Deaths:

Permanent Firefighter Laurence N. Ladd
Chaplain Gilbert H. Harttree
Firefighter Timothy R. Brock
Firefighter John E. Boland
Firefighter James Garner
Firefighter Patrick E. Brock
Firefighter Michael J. Brock

Retired Call Firefighter Robert W. Sealey passed away on October 5, 1971 and was laid to rest with full fire department honors.

The department also lost a good friend and a dedicated worker when its Chaplain Reverend Gilbert H. Harttree accepted a call from a church in Oxford and moved there in September.

As in the past, training was the byword in 1971. Sixteen drills were conducted for the entire department on various subjects and procedures.

In June, three permanent men completed the four day course in "Emergency Care and Transportation of the Sick and Injured" sponsored by the American Academy of Orthopaedic Surgeons, held at Harvard University. At least three more department members will take the course in 1972.

In October, I took a five day course for Instructor for Emergency Medical Technician-Ambulance at Central Connecticut State College sponsored by the Department of Transportation.

During the year two members of the department took courses at Quinsigamond Community College in the Fire Science Curriculum.

Department instructors conducted courses in First Aid for members of the department and for citizens of the Town. Also in 1971, members of the Fire Department conducted their swimming pool safety course for fire departments in Milford, Upton and Blackstone. For their efforts in the field of safety the participants were cited by the Massachusetts Civil Defense Agency.

In 1971, the roof of Station 2 was repaired and the roof of the old Highway garage, which is adjacent to Fire Headquarters was also reshingled on the south side, plus replacing

the gutters and downspouts. The floor, walls and ceiling were also washed and painted and fluorescent lights installed in the old Highway garage.

The floor drain in Fire Headquarters was rerouted and the downspout was replaced correcting a bad situation. I would like to thank the Ingersoll Rand Equipment Company for the loan of a compressor and auxiliary equipment.

Members of the department also assisted in erecting antennas for the Civil Defense department at the new police station.

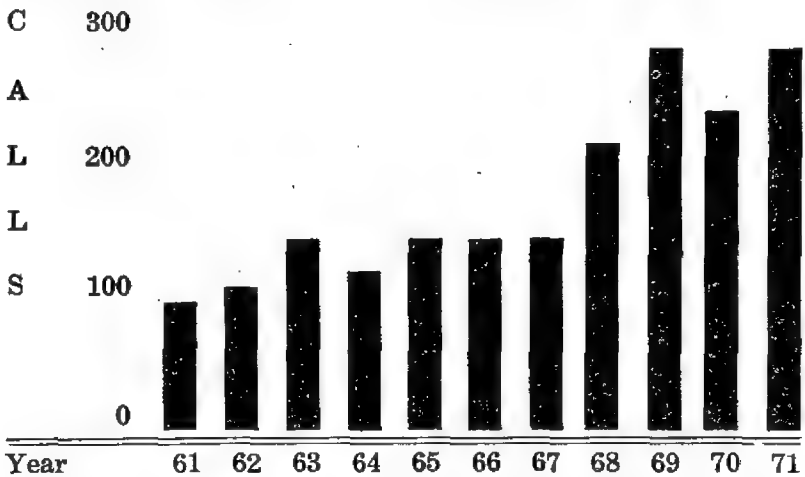
Mention should be made that repairs to Engine 21, a 1940 Maxim pumper, housed in Station 2, exceeded $1,400.00 in 1971. It is now 32 years old and has served the Town well but it is imperitive that it be replaced as soon as possible.

Members of the department working with Mr. Frank Nemensky, Wiring Inspector, removed the old Christmas lights and installed new ones on the tree in front of the Community House.

The Southborough Fire Department was organized as we know it today, when the voters accepted Article 2 at the special town meeting that convened August 6, 1921. In its fifty years of existence it has rendered many valuable services to the Town in times of crisis and on a day-to-day basis. It has answered many a call for help from the citizens of the Town and has always strived to stay abreast of changing times and incorporate new and better ways to perform its duties.

In 1971, the department responded to 293 calls for every imagineable type of assistance in addition to those for fires. The number of calls in 1971 was the same as 1969 which was a record for the department and I think it is significant at this time to take notice of the increase of alarms since 1961.

1961	90	1964	133	1967	155	1970	239
1962	110	1965	149	1968	216	1971	293
1963	150	1966	149	1969	293		



A further analysis of responses in 1971 reveals that out of the 293 calls, 152 were received Monday through Friday between the hours of 6:00 AM and 6:00 PM when most of the call firefighters are out of Town working. 39 of the 71 audible alarms were received in this same critical period.

On June 22nd, the Fire Department accepted delivery of a 1971 Superior ambulance and proceeded to put it into service. The first run for the ambulance was received on June 25th and it responded to a total of 66 calls for the balance of 1971.

Of the 66 calls received 47 were for residents, 2 were for non-residents visiting Southborough, 8 were for non-residents working in Southborough and 9 for non-residents involved in accidents in Southborough. As each day passes it becomes more evident that this service, that only a fully equipped ambulance can provide, was lacking in the Town of Southborough. It is my hope that through training by laymen and physicians and in hospital observation, the ambulance will be manned by the best qualified people available.

In 1972, there will be twelve lectures by physicians who are specialists in their field. There will be at least two standard and two advanced American Red Cross first aid courses presented.

The Southborough Firefighters Association again this year sponsored their Annual Children's Field Day in September and their Children's Halloween Party in October. The Firefighters Annual Ball was held in May and on the second Sunday in June the Firefighters conducted their memorial services for deceased members of the department.

Participation in the Heritage Day program was achieved by sponsoring a handtub muster and giving children rides on their 1931 Model A fire truck. In December, the Association sold Christmas trees behind Fire Headquarters and sprayed the trees with a fire retardent solution.

I would like to take this opportunity to express my appreciation for the assistance and cooperation of all town boards and departments particularly to the Police Department for their cooperation on emergency calls.

Respectfully submitted,

EDWARD F. BROCK
Chief of Department

REPORT of the AMBULANCE COMMITTEE

Board of Selectmen
Town Hall
Southborough, Mass. 01772

Gentlemen:

The following report of the Ambulance Committee is submitted for the year ending December 31, 1971.

Donations and Matching Funds:		
Door to door collections	$8,103.39	
Organizations	1,311.00	
Businesses	1,302.35	
Special Gifts	3,000.00	
Miscellaneous (Pony raffle)	184.10	
Gifts in memory of Kenny Tregolo	290.00	
Interest Income	295.19	
Miscellaneous donations	60.00	
Total gross income		$14,546.03
Cost of Pony and Halter	$55.00	
Printing	22.35	
Postage	6.00	83.35
Total forwarded to Town Treasurer		$14,462.68
Federal government funds appropriated at Special Town Meeting 2/1/71		6,750.00
Total available		21,212.68
Expenses:		
Cost of ambulance with basic equip.	17,000.00	
Radios and installation	832.47	
Two spare rims and snow tires	185.00	
Emerson resuscitator	315.00	
Scoop stretcher	150.00	
Long Spine Board	59.50	
Short Spine Board	34.50	
Emergency stretcher	49.50	
Stair chair	75.00	
Transfer sheet	20.50	
2 blankets	29.00	
Ambulance blanket	11.50	
2 pillows	13.00	
Body & wrist restraint	22.50	

Hard traction splint	99.50	
1 K oxygen tank	67.60	
Obstetrical kit	4.50	
Adult Hope Resuscitator	59.75	
Pediatric Hope Resuscitator	50.00	
2 Multi trauma dressings	1.78	
2 Epistik (mouth gags)	2.00	
2 burn spray tainers	5.66	
1 Doctor's bag	54.00	
1 set of air splints	48.30	
1 Hand light & charger	81.08	
1 Burn kit	26.95	
1 Sphygmomanometer	35.00	
1 Stethoscope	5.00	
2 Type E oxygen tanks	66.70	
2 Retraining straps	10.94	
1 Heart Lung Resuscitator	1,450.00	
Total expenses to date		20,866.23
Balance		346.45

Donations continue to be received and will be added to the balance and more equipment will be purchased.

Respectfully submitted,

EDWARD F. BROCK,
Ambulance Committee Chairman

REPORT of the BOARD OF APPEALS

TO THE HONORABLE BOARD OF SELECTMEN
SOUTHBOROUGH, MASSACHUSETTS

Gentlemen:

During the year 1971, an average number of applica-

tions of various types were received, hearings held on each and decisions made in all cases.

Most applications were for variances involving sidelines, lot area and building set-backs. They were evenly divided between residential and business properties. Two of the requests for properties or accessory structures involved buildings already erected prior to notification of any violation. Both of these were granted. Suit in Superior Court has been commenced against the Board on one of these.

The large number of presently existing non-conforming uses in both residential and business zones presents a potential source of requests for variances in the future. As these properties are sold or the present owner wishes to change or expand the use, then we find applications for variances being made.

In each case for variance, of course, there must be shown a hardship "relating to the building or land in question." In most instances this is quite difficult, and although there may be a hardship personal to the owner himself, this is not sufficient to satisfy the requirements of the statute. Therefore, in some cases it would seem that it would be more appropriate for a property owner or group of owners similarly situated to seek relief by the insertion of an article in the Warrant to obtain a change in the zoning by-law.

Respectfully submitted,

FRANCIS J. BOUSQUET
Chairman

REPORT of the TOWN ACCOUNTANT

Year Ending December 31, 1971

To the Honorabel Board of Selectmen
Southborough, Mass.

Gentlemen:

I respectfully submit the annual report of financial operations of the town of Southborough for the year ending December 31, 1971.

Attached hereto, are the following statements and schedules:

Balance Sheet
Debt Statement
Schedule of Receipts
Expenditures and Balances
Salary and Wage Schedule
Schedule of Insurance
Trust Funds

Miscellaneous receipts of cash received during the year 1971 totaled $763,063.65 of which, $721,002.50 was appropriated by the Board of Assessors to reduce the amount to be raised by taxation. The balance of $42,061.15, together with $121,478.87, representing unexpended balances of 1971 appropriations was transferred to Surplus Revenue on December 31, 1971 which increased the balance of such account to $389,543.54. After deducting outstanding personal and real estate taxes totaling $103,319.32 which had previously been credited to Surplus Revenue in anticipation of total collection, the amount of free cash as at January 1, 1972 is $286,224.00 which amount has been certified by the Director of the Massachusetts Department of Corporations and Taxation, Bureau of Accounts. The amount of free cash at January 1, 1972 is $86,762 more than at the same date a year ago.

Revenue from the sale of water, motor excise taxes, state aid for schools, veterans services reimbursements and other miscellaneous revenue totaling $763,063.65 as reported above was approximately $91,000 less than in 1970. However, the town appropriated $25,616 less from Surplus Revenue in 1971 than in 1970 and unexpended balances of appropriations transferred to Surplus Revenue were $89,000 more in 1971 thereby contributing to the increase in free cash in 1971.

A comparison of appropriations for the past three years exclusive of bond issue shows the following:

	Budgets	Warrant Articles	Assess. State & Cty.
1969	$1,750,009	$157,804	$65,426
1970	2,275,114	172,044	63,751
1971	2,694,750	177,865	68,784

Notes of possible interest.

Cost of equipment repairs (can we furnish our own repair shop?)	$17,000
Cost of busing students (exclusive of Algonquin H/S	52,884
Cost of telephone service	11,500

I take this opportunity to sincerely thank the Board of Selectmen, town officers and department heads for their co-operation during the year.

Respectfully submitted,

FRED L. BAKER
Town Accountant

BALANCE SHEET
December 31, 1971

ASSETS

Cash Balance		$785,855.01
Accounts Receivable:		
Taxes:		
1968 Real Estate	Cr. $9.89	
1969 Real Estate	Cr. 144.73	
1970 Real Estate	1,641.75	
1971 Personal Property	3,092.45	
1971 Real Estate	98,739.74	
		$103,319.32
N.Y., N.H. & H. R.R. in Bktcy. Proceed. Taxes		$1,076.76
Motor Excise Taxes:		
1965	$52.71	
1966	116.58	
1967	80.29	
1968	23.68	
1969	42.39	
1970	1,063.63	
1971	59,300.32	
		$60,679.60

LIABILITIES AND RESERVES

Dog License Collections		$157.35
Cemetery Perpetual Care Deposits		785.00
St. Marks School Contribution		7,000.00
Warrant Article Balances		147,744.77
Revolving Fund—School Lunch		4,495.27
School, Library Ext. Title 2	$897.69	
Public Law 864-5	413.98	
Public Law 874	550.00	
Public Law 89-10 Title 1	5,343.64	
		$7,205.31
Public Library, State Grant		$824.12
Trust Fund Income Balances:		
Wilson Fund	$414.50	
Bacon Fund	2,875.55	
Winchester Fund	2,694.10	
Clapp Fund	289.66	
Harrington Fund	1,542.11	
Waldo B. Fay Fund	5,331.63	
Buck Charity Fund	3,540.55	
Library Fund	338.03	

Tax Titles		$29,645.24
Departmental:		
Hall Rentals	$180.00	
Veterans Services	2,525.34	
Cemetery	985.00	
		$3,690.34
Aid for Highways:		
State Contracts:		
1970 Chap. 90 Constr.	$4,342.38	
1971 Chap. 90 Constr.	9,100.00	
1971 Chap. 90 Maint.	2,700.00	
County Contracts:		
1970 Chap. 90 Constr.	2,171.19	
1971 Chap. 90 Constr.	4,550.00	
1971 Chap. 90 Maint.	2,700.00	
		$25,563.57
Water:		
Rates & Services	$18,459.63	
1970 Liens	521.61	
1971 Liens	7.33	
		$18,988.57

Buck Library Fund	155.15	
Mary Fay Library Fund	555.64	
Buck General Fund	301.01	
Newell Cemetery Fund	2,852.63	
Cemetery Fund	414.14	
Eames Fund	163.91	
Brigham Fund	1,082.66	
Billings-Glidden Fund	308.71	
		$22,859.98
Revenue Reserved until Collected:		
N.Y., N.H. & H. RR.	$1,076.76	
Motor Excise	60,679.60	
Tax Title	29,645.24	
Departmental	3,690.34	
State & County Aid, Highways	25,563.57	
Water	18,988.57	
		$139,644.08
Outstanding Debt:		
Woodward School Project	$72,000.00	
Woodward School Project	18,000.00	
Woodward School Addition	75,000.00	
Mary Finn School	390,000.00	
School Land Acquisition	11,000.00	
Margaret Neary School	1,495,000.00	

Underestimated Appropriations:		
Met. Air Pollution Control	$191.84	
Met. Area Planning Council	2.91	
		$194.75
Net Bonded Debt		$2,250,200.00
		$3,279,213.16

Water System Improvement	80,000.00	
Water System Addition	10,000.00	
Highway Bldg. Constr.	20,000.00	
Police Station Bldg. Renov.	79,200.00	
		$2,250,200.00
Overestimated Appropriations:		
State Parks Assessment	$1,573.49	
County Tax Assessment	2,520.30	
		$4,093.79
Reserves and Surplus:		
Overlay Reserves for Abate.	$55,313.57	
Overlay Surplus, Reserve	234,943.11	
Road Machinery Fund	3,730.75	
Cemetery Reserve Fund	10,672.52	
		$304,659.95
Surplus Revenue		$389,543.54
		$3,279,213.16

DEBT STATEMENT

	Maturity	Outstanding 1-1-71	Paid 1971	Outstanding 1-1-72	Due in 1972	Rate	Interest due 1972	Interest Payable	Princ. Payable
Woodward School Loan (1954)	1974	$120,000.00	$30,000.00	$90,000.00	$30,000.00	2.10%	$945.00	4-1-72	4-1-72
							630.00	10-1-72	
Woodward School Addition (1960)	1980	85,000.00	10,000.00	75,000.00	10,000.00	3.40%	1,275.00	6-1-72	
							1,275.00	12-1-72	12-1-72
Finn School Loan (1964)	1984	420,000.00	30,000.00	390,000.00	30,000.00	3.20%	6,240.00	1-15-72	
							6,240.00	7-15-72	7-15-72
Neary School Loan (1969)	1986	1,595,000.00	100,000.00	1,495,000.00	100,000.00	5.70%	42,607.50	6-15-72	6-15-72
							39,757.50	12-15-72	
School Land Acquisition (1967)	1972	22,000.00	11,000.00	11,000.00	11,000.00	3.10%	170.50	5-1-72	5-1-72
Water System Improvement Loan (1960)	1975	100,000.00	20,000.00	80,000.00	20,000.00	3.20%	1,280.00	3-1-72	
							1,280.00	9-1-72	9-1-72
Additional Water System Imp. Loan (1962)	1975	13,000.00	3,000.00	10,000.00	3,000.00	3.20%	155.00	5-1-72	5-1-72
							108.50	11-1-72	
Highway Building Loan (1968)	1973	30,000.00	10,000.00	20,000.00	10,000.00	4.10%	820.00	6-1-72	6-1-72
Police Station Building Loan (1971)	1974			79,200.00	26,400.00	3.50%	2,656.50	1-15-72	1-15-72
		$2,385,000.00	$214,000.00	$2,250,000.00	$240,400.00		$105,440.50		

SCHEDULE OF RECEIPTS

General Revenue

Taxes:			
1969	Real Estate	$523.00	
	Motor Excise	214.23	
			$737.23
1970	Personal Property	$3,196.90	
	Real Estate	113,403.36	
	Motor Excise	44,148.13	
			$160,748.39
1971	Real Estate	$1,986,251.04	
	Personal Property	124,803.43	
	Motor Excise	113,364.21	
	Farm Animal Excise	381.95	
			$2,224,800.63
Charges and Interest		$8,455.08	
Lien Ctfs		801.00	
			$9,256.08
From State:			
Finance Administration		$2,235.05	
Library Aid		999.00	
MDC in Lieu of Taxes		14,847.00	
3% Sales Tax		24,540.82	
Machinery Basis		1,639.43	
			$44,261.30
Tax Title Redemptions			$5,930.61

Licenses and Permits:		
Liquor	$822.00	
Firearms	222.00	
Health	1,271.00	
Building	1,775.50	
Plumbing and Gas	1,291.00	
Wiring	2,083.00	
Misc.	53.00	
		$7,517.50
Court Fines		$2,191.60
State Grants:		
Chapter No. 71	$37,605.68	
School Library Extension	3,006.16	
Vocational Education	1,594.00	
School Tuition & Transportation	2,504.67	
School Building Assistance	68,142.64	
School Aid Chap. 70	229,490.13	
		$342,343.28
Other town Reimbursement of Tuition for Emotional Children		$2,240.00
From County:		
Dog License Collections		259.17
Gift:		
St. Marks School		$7,000.00
Hearing Fees:		
Planning Board	$140.00	
Board of Appeals	150.00	
		$290.00
Insurance Reimbursement, Town Property Damage Claims		$1,399.25

Western Electric Reimbursement of Culvert Cost		$3,250.00
Total General Revenue		$2,812,225.04

COMMERCIAL REVENUE

Hall Rentals		
Welfare Office	$531.30	
Town Halls	665.00	$1,196.30
Public Safety:		
Police Reports	$669.00	
County Assist. Dutch Elm Disease	266.69	
Tree Warden Inspections	634.30	
Care of Dogs	1,830.00	
Fed. Public Safety Program	6,750.00	
Donations, Ambulance Fund	14,462.68	
		$24,612.67
Highways, State & County:		
Chapter No. 81	$22,744.01	
Chapter No. 90 Construction	7,136.43	
Chapter No. 90 Maintenance	5,399.56	
Equipment Rentals	1,449.02	
		$36,729.02
From State:		
Veterans Services	$16,164.52	
School, Public Law 874	550.00	
Public Law 89-10 Title 1	7,587.00	
		$24,301.52
Library Fines		$123.65
Playground Fees		$3,276.00
Sale of Zoning By-laws and Maps		$86.50

Water:		
Rates	$102,796.06	
Liens	1,943.49	
Charges	11.88	
		$104,751.43
Cemetery		
Sale of Lots	$1,180.00	
Care of Lots	67.00	
Burials	3,236.50	
Foundations	88.60	
Perpetual Care Deposits	4,425.00	
Sale of Materials	199.80	
		$9,196.90
Interest on Short Term Cash Investments		$9,893.11
Total Commercial Revenue		$214,167.10

OTHER REVENUE

Interest from Trust Fund Investments:		
Newell Fund	$6,657.77	
Wilson Fund	60.00	
Winchester Fund	196.28	
Brigham Fund	84.93	
Bacon Fund	366.60	
Mary E. Fay Fund	330.00	
Library Fund	87.16	
Cemetery Fund	2,819.12	
Clapp Fund	52.52	
Eames Fund	50.94	
Harrington Fund	262.52	
Billings-Glidden Fund	55.00	
Buck General Fund	221.64	
Buck Library Fund	438.80	
Buck Welfare Fund	588.84	
Waldo B. Fay Fund	3,246.89	
		$15,519.01
Aggregate Total		$3,041,911.15

APPROPRIATIONS, 1971
EXPENDITURES AND BALANCES

	Available Total	Expenditures Total	Balance Held to Complete Projects	Unexpended Balance to Surplus	Available for Transfer to Surplus
Elected Officers Salaries	$13,125.00	$13,125.00			
Moderators Expense Acct.	25.00			$25.00	
Advisory Committee	755.47	687.71		67.76	
Selectmen	33,920.60	20,269.65		13,650.95	
Charter Commission	1,601.36	1,500.00			$101.36
Accounting	6,200.13	5,957.96		242.17	
Treasurer	7,571.69	6,945.41		626.28	
Collector	9,428.13	9,334.36		93.77	
Assessors	11,272.85	10,964.96		307.89	
Legal	7,868.50	7,868.50			
Town Clerk	3,194.86	2,863.40		331.46	
Election & Registration	7,083.53	6,051.45		1,032.08	
Board of Appeals	1,837.50	454.69		1,382.81	
Personnel Board	1,421.30	1,286.10		135.20	
Conservation Comm.	302.17	95.33		206.84	
Planning Board	1,408.13	1,046.16		361.97	
Planning Consultant	1,000.00		$1,000.00		
Industrial Development Comm.	1,050.00	20.00		1,030.00	
Historical Celebrate. Committee	2,100.00	1,769.90			$330.00
Historical Commission	215.00	132.42		82.58	
Building Dept. Inspectors	9,800.00	6,699.75		3,100.25	

Town Hall Maintenance	5,874.06	5,798.95		75.11	
Police	119,599.58	114,832.99		4,766.59	
Dog Officer	2,760.00	2,524.00		236.00	
Police Sta. Bldg. Renovations	80,802.54	80,317.48	485.06		
Police Sta. Plans	7,185.00	7,100.00	85.00		
Police Cruiser	2,600.00	2,600.00			
Fire	103,097.76	98,246.28		4,851.48	
Feasibility Study, Fire Sta. Remodeling	1,500.00	1,500.00			
Insect & Pest Control	7,057.84	6,951.53		106.31	
Tree Warden	9,977.34	9,577.14		400.20	
Brush Chipper	4,100.00	4,069.25			30.75
Civil Defense	4,098.25	3,885.56		212.69	
Ambulance Fund	*21,212.68	20,866.23	346.45		
Health	23,598.75	23,493.59		105.16	
Inspector of Animals	190.63	155.63		35.00	
Health Outpatient Clinic	3,000.00	3,000.00			
Street Lights	26,000.00	24,093.93		1,906.07	
Highway, Equipment Maint.	7,500.00	7,498.57		1.43	
Special Maint.	46,301.79	46,279.74		22.05	
Snow Removal	32,795.62	32,469.56		326.06	
Chapter No. 81	23,250.00	23,247.89		2.11	
Chapter No. 90 Constr. 1970	8,684.76	8,684.76			
Chapter No. 90 Constr. 1971	18,200.00		18,200.00		
Chapter No. 90 Maint.	8,100.00	8,098.60		1.40	
Drainage Projects	49,490.69	39,319.24		10,171.45	
Mass. Highway Improvement	13,326.51	13,326.49		.02	
Highway Dump Truck	3,866.78	966.42			2,900.36

	Available Total	Expenditures Total	Balance Held to Complete Projects	Unexpended Balance to Surplus	Available for Transfer to Surplus
Highway Building	306.22	264.48	41.74		
Veterans Services	31,778.80	21,589.62		10,189.18	
School	1,019,431.63	973,810.00		45,621.63	
Vocation Ed.	24,050.00	10,502.66		13,547.34	
Regional School Assessment	486,045.14	486,045.14			
Reg. Voc. H.S. Assessment	5,355.88	5.355.88			
Margaret Neary School	57,766.99	34,615.93	23,151.06		
Library	27,651.11	27,176.83		474.28	
Water	100,293.65	100,284.87		8.78	
Library Wire. Syst. Renov.	2,723.00				2,723.00
Water, Park St. Ext.	7,620.00		7,620.00		
Turnpike Rd. Ext.	1,004.36	1,002.27			2.09
Dump Truck	4,850.00	4.848.93			1.07
System Survey	13,000.00	8,000.00	5,000.00		
Fayville Hall Maint.	2,936.83	2,918.46		18.37	
Fayville Hall Repairs	418.14		418.14		
Recreation	22,394.07	20,799.92		1,594.15	
Dump Maintenance	19,583.60	19,484.84		98.76	
Gasoline	10,330.00	10,330.00			
Insurance	50,475.00	48,474.39		2,000.61	
Town Reports	4,082.24	4,082.24			
Engineering Services	13,000.00	12,970.32	29.68		
Memorial Day Exercises	700.00	700.00			
Sanitary Land Fill Site Selection Board	5,000.00		5,000.00		

Repair, Replace Town Property	2,500.00	1,544.00			956.00
Mooney Field Engineering	1,280.00	400.00	880.00		
Mooney Field Recreation Site	57,000.00	320.51	56,679.49		
Sewerage Feasibility Study	9,400.00	1,400.00	8,000.00		
Veterans War Memorial	1,029.08		1,029.08		
Cemetery	26,247.01	26,232.27		14.74	
Motor Excise Assess. (State)	706.50	706.50			
State Audit	108.77	108.77			
State Parks Assess.	9,222.26	7,648.77	1,573.49		
Worc. Cty. Retire. Assess.	37,340.31	37,340.31			
County Tax Assess.	55,443.70	52,923.40	2,520.30		
County Hospital Assess.	2,331.51	2,331.51			
Metropolitan Area Planning Council	286.99	289.90	2.91 Def.		

OTHER EXPENDITURES AND BALANCES

Federal Grants:					
School Library Extention	$3,126.17	$2,228.49	897.69		
Public Law 864-3	663.86	663.86			
Public Law 864-5	430.50	16.52	413.98		
Public Law 874	4,845.00	4,295.00	550.00		
Public Law 89-10 Title 1	7,754.58	4,410.94	5,343.64		
Trust Fund Income:					
Wilson	486.50	72.00	414.50		
Bacon	2,875.55		2,875.55		
Winchester	2,694.10		2,694.10		
Clapp	289.66		289.66		
Harrington	1,542.11		1,542.11		
Waldo Fay	6,515.69	1,184.06	5,331.63		

Buck Charity	3,540.55		3,540.55
Buck Library	675.94	520.79	155.15
Buck General	301.01		301.01
Library	338.03		338.03
Mary E. Fay	555.64		555.64
Newell	9,954.52	7,101.89	2,852.63
Cemetery	4,181.54	3,767.40	414.14
Eames	191.91	28.00	163.91
Brigham	1,082.66		1,082.66
Billings-Glidden	308.71		308.71
State Public Library Grant	2,008.12	1,184.00	824.12

* Ambulance Fund includes appropriation of $6,750. and donations of $14,462.68.
For payment of principal and interest on loans see debt statement.
"Total Available" column includes the following transfers:

To:	From Reserve Fund
Town Reports	$407.24
Selectmen	1,200.00
Cruiser	200.00
Historical Comm.	150.00
Highway Equipment Maint.	1,500.00
Engineering Services	6,000.00
Town Report	75.00
Insurance	2,125.00
Gasoline	330.00
Health	390.00
	$12,377.24

SALARY AND WAGE SCHEDULE—1971

Elected Officers Salaries:			
Moderator			$25.00
Town Clerk			1,800.00
Town Collector			2,000.00
Treasurer			2,000.00
Selectmen (3)			2,100.00
Assessors (3)			4,000.00
School Committee (5)			500.00
Cemetery Commissioners (3)			75.00
Water Commissioners (3)			300.00
Board of Health (3)			300.00
Tree Warden			25.00
Police:			
Chief, per wk.			235.31
Sergeants (3) per wk.	2 at 201.27	1 at 191.95	
Parolmen (5) per wk.	2 at 179.72	2 at 163.03	1 at 146.35
Reserves, per hr.			3.72
Fire:			
Chief, per wk.			235.31
Capt., per wk.			201.27
Privates, per wk.	2 at 179.72	4 at 163.03	1 at 146.35
Call men:			
Deputy Chief, per yr.			588.00
Capt., per yr.			357.00
Lieutenants (5) per yr.			299.25
Privates (30) per yr.			239.40
Clerk, per yr.			300.00
Water:			
Supt., per wk.			235.31
Labor, per hr.			3.98—3.75—3.39
Library:			
Librarian, per wk.			170.47
Asst. Librarian, per wk.			140.88
Library Assistants, per hr.			2.40—2.16—1.31

Highway:	
Supt., per wk.	235.31
Heavy Equip. Operators, per hr.	4.15—3.98
Drivers, per hr.	3.39—3.20
Cemetery:	
Supt., per wk.	170.47
Labor, per hr.	3.39—2.73
Veterans Agent, per yr.	2,520.00
Dog Officer, per yr.	420.00
Inspector of Animals, per yr.	157.50
Insect, Pest Control Supt. per hr.	3.39
Town Accountant, per wk.	95.27
Tree Warden	
Labor, per hr.	3.39
Dump Custodian, per hr.	3.39
Custodians, per yr.	
Town Hall	1,234.00
Library	1,533.00
Fayville Hall	1,021.00
Police Station, per hr.	3.00
Clerical:	
Selectmen's Secretary, per wk.	161.92
Selectmen's Asst. Clerks, per hr.	2.92
Assessors, per hr.	2.92—2.55
Planning, per hr.	2.61
Personnel, per hr.	2.92
Clerical:	
Town Clerk, per hr.	2.92—2.16
Board of Appeals (per hr.	2.47
Civilian Defense, per hr.	2.04
Water, per hr.	2.92
Collector, per hr.	2.92
Accounting, per hr.	2.92
Veterans Agent, per hr.	2.16

SCHEDULE OF INSURANCE

POLICY	COVERAGE	PREMIUM
Automobile	$25,000. Bodily injury ea. person	$8,350.76
(Comprehensive, Fire, Theft, Collision	100,000. Bodily injury ea. accident	
Property Damage, Bodily Injury &	5,000. Property damage ea. accident	
Uninsured Motorists)	Collision, actual cash value ($50 deductible)	
	Fire, actual cash value ($50 deductible)	
	5,000. Bodily injury uninsured motorist ea. person	
	10,000. Bodily injury uninsured motorist ea. accident	
Workmens Compensation	Various town employees, according to occupation	6,052.00
Steam Boilers	$150,000. limit per accident. Property damage	1,119.00
Police Professional Liability	Injury accidentally caused any person by arresting officer in performance of duty. False arrest. False imprisonment, libel, slander, etc.	660.00
Police	Loss of life, limb or sight $10,000. Medical expense up to $1,000.	486.30
Firemen	Same as police.	
General Liability, Buildings & Auto Liab.,	25,000. ea. person	
Fire, Town Buildings & Contents	50,000. ea. accident	
($3,672,884 valuation)	50,000. aggregate	8,545.00
	Fire, extended coverage & Vandalism ($100 ded.)	
Money & Security Loss	4,000. inside. $2,000. outside. $1250. Safe robbery	
Employees Group	Loss of life or limb	50%
Blue Cross-Blue Shield	Hospital and Medical care	50%

TRUST FUNDS

December 31, 1971

Cash and Securities	$353,044.83	Francena E. Buck Charity Fund	$11,216.87
		John L. Bacon Fund	10,000.00
		Henry K. Winchester Fund	8,633.55
		Ruth Harrington Welfare Fund	5,000.00
		Clarissa Clapp Charity Fund	1,000.00
		Wilson Charity Fund	1,000.00
		Francena E. Buck Library Fund	8,156.44
		Fay Library Fund	1,660.68
		Mary E. Fay Library Fund	6,000.00
		Emmy Lou Priest Fund	212.92
		Cemetery Trust Fund	103,491.61
		Frank G. Newell Cemetery Fund	76,121.00
		Lucretia Brigham Fund	2,400.00
		Jonathan G. Eames Fund	479.06
		Billings Glidden Fund	1,000.00
		Francena E. Buck General Fund	4,222.87
		Conservation Fund	5,049.00
		Stabilization Fund	107,400.83
	$353,044.83		
			$353,044.83

ANNUAL REPORT

OF THE

SCHOOL DEPARTMENT

TOWN OF SOUTHBOROUGH, MASS.

FOR THE YEAR ENDING DECEMBER 31, 1971

The Hoyle Press, 9 May St., Worcester, Mass. 01610

SCHOOL DEPARTMENT PERSONNEL

The School Committee

Mr.	Robert M. Williams, Chairman	Term expires 1972
Mr.	George N. Thibeault, Secretary	Term expires 1973
Mr.	Herbert L. Cobb	Term expires-1973
Mrs.	Janice A. Fletcher	Term expires 1974
Dr.	Richard A. Hallisey	Term expires 1972

Superintendent of Schools

Mr. Herbert C. Geele, M.Ed., C.A.G.S.

Business Manager	Mr. Richard F. Tibert, B.S.
Secretary to Superintendent	Mrs. Elizabeth J. Dahlin
Financial Secretary	Mrs. Helen P. Kaminski
Payroll Secretary	Mrs. Dorothy M. Donnelly
Clerk-Bookeeper	Mrs. Elizabeth A. McDonough
School Nurse	Mrs. Sophia E. Coleman, R.N.
School Physician	Timothy P. Stone, M.D.

Business Office: Algonquin Regional High School
Bartlett Street,
Northborough, Massachusetts 01532

Office Hours: 8:30 a.m. to 4:30 p.m.

Telephones: Southborough 485-0452
Northborough 393-2478, 393-2188

Report of the
SOUTHBOROUGH SCHOOL COMMITTEE

To the Citizens of Southborough:

It is a pleasure to summarize a year of progress for the Southborough Schools. The enthusiasm, cooperation and hard work of the administration, faculty and staff make this program possible.

The media centers, under the direction of Mr. Richard P. Griffin, Jr., have become an important educational factor for all the students in the Southborough system. Although each school has a core collection of equipment and materials, specialized equipment and materials are circulated from the Margaret A. Neary School to Mary E. Finn and Woodward Middle Schools to satisfy the special needs of a specific program. Mr. Griffin divides his time among three schools, organizing and administering the materials, working with teachers, planning and developing programs, and working with children using the facilities and materials of the media center.

The media centers at Finn and Woodward Middle Schools have been improved by the addition of several hundred books and a variety of other instructional media. Woodward Middle School has reorganized its audiovisual materials making them readily accessible to students, and added nine carrels for individualized study. Principal Edward G. Valinski of the Finn School has enlisted hundreds of volunteer hours to process books and to organize his library.

The fine cooperation between the school principals and the director of the media centers has created the most signif-

icant change in education in the Southborough schools since the inception of team teaching. Quality education is a natural outgrowth.

In cooperation with the trustees of the Choate Fund, the media center was open to all Southborough students from July 26 through August 29. Our thanks to the Choate Fund for the necessary financial support. We hope to offer the program next summer.

As you will recall, the learning disabilties program was begun in September 1970 in the Neary and Finn Schools. A full-time teacher was hired to establish and administer the program and carry on the testing and tutoring. During the first school year, 1970-1971, extensive screening and evaluation was done in grades K-5, and teacher education was carried out on an informal basis. Twenty-six children were tutored in small groups, or on a one-to-one basis, in addition to approximately thirty kindergarten children who received special training in a program conducted by teacher aides and volunteers.

This past summer five teachers and three pupils participated in a special institute at the Graduate School of Framingham State College. This institute was designed to help classroom teachers fulfill the needs of the learning disabled child.

Southborough has a clinic affiliation with Framingham State College that began in September 1971. Thirteen children go to the College twice each week for tutoring. Tutors from the clinic visit our classrooms each week to work with the same children.

A special twelve-week in-service training program was held at the Neary School during the fall. The purpose of the program was to help classroom teachers meet the special needs of this type of problem in terms of symptoms and treatment.

The Middle School curriculum was developed to meet the needs of today's pre-adolescent children. During the

"tween" years this age group is maturing rapidly both physically and mentally. This growth is uneven and often painful. The Middle School concept was instituted to develop motivation and intellectual interests, satisfy natural curiosity, engages each student in a curriculum commensurate with his ability, help him gain confidence by mastery of his curriculum, develop and maintain a positive self-image, develop personal responsibility and self-control, and develop leadership potential and self-assurance.

An imaginative new program for selection of electives was instituted by Mr. Robert M. Rosenblatt, Principal of the Woodward School. Each student selects an elective from a list of offerings such as map making, math games, English help, local history, people and places, open science lab, and others. Mr. Rosenblatt developed a scheduling technique which allows the youngsters to pick a different elective each day. This freedom of choice within controlled subject areas has generated healthy enthusiasm among our middle schoolers.

The School Committee has tried to make information about the schools more readily available to the townspeople. We have a lively "meeting before the meeting" at seven o'clock on the third Wednesday of every month. The meeting is an open question and answer session. We are publishing periodic articles in the Southborough Village Society Bulletin highlighting a facet of the school system.

Finally, a volunteer program has been organized to provide necessary services without a corresponding increase in personnel costs. The program is young, but very promising. We appreciate the hundreds of hours of service that were volunteered in 1971. Will you help in '72?

ROBERT M. WILLIAMS, Chmn.
GEORGE N. THIBEAULT, Sec.
Mrs. JANICE A. FLETCHER
HERBERT L. COBB
RICHARD A. HALLISEY

Report of the
SUPERINTENDENT OF SCHOOLS

It is my privilege to submit herein my third report as Superintendent of Schools. I have briefly discussed those matters of special interest to all citizens interested in quality education.

The philosophy of the Woodward Middle School has as its primary objective the development of the kinds of programming designed to meet the needs, interests and problems of the pre- and early-adolescents. Concern for the development of a positive self-concept and positive motivation in young people of this age group is of major consideration. The task of selecting materials alone for this age is awesome when one considers the impact of the knowledge explosion and the fact that change is a constant factor in everyday life. It becomes increasingly difficult to predict what pupils of today will be needing ten of fifteen years from now. However, we can help to develop in each student skills, attitudes and abilities which will help him problem-solve his challenges in the years ahead.

The Middle School attempts to work toward the maximum development of each individual's potentialities. In a continuing process which involves the entire faculty, it strives to find ways of providing a healthy learning environment which considers the full range of individual differences.

The instructional program provides for both heterogeneous and homogeneous groupings. For certain curriculum areas it seems best that children learn with others of their own ability level. In other situations it is felt that children of various ability levels should be integrated. In keeping with our basic philosophy we are concerned not only with intel-

lectual growth, but also with emotional ,physical and social aspects. It is extremely important that these youngsters conceive of themselves as being successful learners. Teachers in the Middle School instruct at all three grade levels and good progress has been made in correlating the sixth grade curriculum with grades seven and eight. A very active student council consists of representatives working side by side from all three grades.

Hopefully, centers will gradually replace pupils being assigned to study halls. These centers will attempt to offer creative, constructive and educationally sound activities. Students will be able to choose in terms of interest and need from among such centers as science, mathematics, reading, media, quiet study, and so forth.

The department structure has become quite specialized within each department as the responsibility for planning and programming is now a shared process among members of the team. Each group of teachers within the department meets weekly for a combined effort at planning and evaluating instruction, and assessing the progress of individual pupils. In turn, the department heads meet once a week to insure coordination among the various subjects. It is to the credit of the faculty that such an organization structure has been successful.

Under the leadership of the English Department Head, Mr. Donald J. Cesarini ,a three week summer curriculum workshop was held from July 19 through August 6. All members of the English Department participated and the resulting curriculum for the Middle School is now in use.

At the present time, the Middle School is using a new reporting system which is better suited to the curriculum. This is a three term reporting system with the first term being of greater duration. Because of the long first term, each student will receive a progress report part way through the first term. The entire faculty has contributed to this type of reporting system.

Our kindergarten program under the team leadership of Mrs. Catherine D. Alsterlund uses a very open approach where children are involved in activities of a very individual nature. Each of the learning sequences is based on the motivation of the child. However, structural controls are provided so that a child's feeling of security is met. With this approach we are providing all the basic skills necessary for successful school experience as well as enjoying the benefits of exceptional attitudes toward school and the learning process on the part of the children.

Extensive investigations into the organizational patterns of grouping pupils into more appropriate instructional groups has been a continuing emphasis this year in our elementary schools. Various approaches, all consistent with the original team teaching concepts which have been in practice in varying degrees since 1966, have been used to achieve greater success.

There is a real need in the Finn School, however, for a large teaching center. Your School Committee has recognized this need and a partition in the multi-purpose room is proposed for the coming year.

The Mary E. Finn School was again the recipient for a Title I program. The primary focus of the program was corrective reading, in an attempt to raise the proficiency level of those students who were falling behind in grade level achievement. The areas of development were in phonics, word knowledge, and comprehension. Because under-achievers sometimes have associated feelings of poor self-image, the program was designed to be highly motivating for the individual pupil. Additional federal funding made possible the inclusion of another half-time tutor who specialized not only in reading but also in corrective mathematics.

The year 1971 saw significant strides in providing effective media centers for our schools.

With the aid of a core of dedicated volunteer mothers, approximately two thousand five hundred books have been catalogued and processed, and are now being made fully accessible to the children at the Mary E. Finn School. A good deal more work needs to be done, but for the first time all schools have functioning libraries.

During the year the collections at each school were improved to the point where there are presently four thousand books at the Neary School, two thousand seven hundred at the Woodward Middle School, and two thousand five hundred at the Mary E. Finn School. Acquisition of additional filmstrips, tapes, records, transparencies, etc, have brought us to the point of having good basic beginning collections at each of the schools. The addition of carrels and the reorganization of audiovisual materials at Woodward Middle School have made it a true Media Center.

We are proud to report that during the year over seventeen thousand books were circulated- and thousands of uses were made of our filmstrips, records, tapes, etc. For the first time electives were offered to children at Woodward Middle School in the production and use of media and in experimental filmmaking. A number of children and classes were able to produce filmstrips, slide series, and slide-tape series of their own choosing. Videotape was used for some original programming and for repeated showings of commercial programs.

Federal funds were utilized to the fullest extent possible. Title II provided $1,500.00 for library materials, and an additional $1,500.00 under a Special Purpose Grant. Title III provided an additional $1,500.00 for equipment and materials.

For the first time, cooperation between the School Department and the Choate Fund made it possible to offer a Media Center Summer Program. From July 26th through August 29th the chiudren of Southborough were offered the

opportunity to visit and to use the full facilities of the Neary School Media Center. For five hours each day these facilities were used by an average of forty-five children to read books and magazines, view filmstrips, listen to recordings, and several days a week to view motion pictures of the best in children's literature. The program proved very successful in that over eleven hundred children made use of the program.

To be effective, a media center must be 1) child centered, 2) curriculum based, 3) service oriented, 4) rich in resources, 5) readily accessible, and 6) adequately staffed. It was our goal in 1971 to be effective by making these our characteristics and will continuue to be our goal in the years to come.

Our learning disabilities program has continued to grow in a carefully organized fashion. In the Spring of 1971 the director of the learning disabilities program at Framingham State College invited our participation in a unique educational opportunity where children from Southborough would go to a learning center at the College twice a week for one and one-quarter hours of one-to-one tutoring, group activities, and motor training when necessary, and a third day each week the child's tutor would work with the child in the Southborough classroom. The School Committee approved, and our participation in the fall of 1971 at the Learning Center at the College became a reality. Thirteen children have been participating and most of the teachers from grades 1—3 have also been able to attend this Center from time to time where the children's learning problems are analyzed and methods of remediation discussed. Some children have already made such strides in reaching their potential that they have been dropped from the program to be replaced by others. A program is now being started at Woodward Middle School, grades 6, 7 and 8, to help those older children who are learning disabled. A twelve-week In-Service Course was held in the fall, designed to help classroom teachers more effectively meet the special needs of the learning disabled child, and sensitize them to the child's frustrations and anxieties. As classroom teachers become more aware

of the whole field of learning disabilities, they are more concerned than ever about children who fail to achieve academically. They seek to improve their teaching techniques and refer the child for screening for possible learning disabilities. For this reason, screening of students and sensitization of teachers are constant necessities of the learning disabilities program.

To meet the growing demands of this program, the School Committee has added a full-time teacher in the program as of Feb. 1, 1972. I might also add that since the inception of the program, over six hundred children have been screened, each evaluated by at least one tutor-teaching team conference. In many cases several conferences have taken place, and personnel in guidance, speech, physical education, administration, as well as parents, have helped determine just what help is warranted for these children.

The volunteer aid program got under way in mid-December with a part-time director, Mrs. Judith I. Riegelhaupt. A number of library volunteers, kindargarten, office and clerical aides are now working in our schools as a result.

In the belief that the community is a reservoir of talent which could serve a s enrichment to the school program, a survey of the entire community is planned to find people who are willing to share their experiences with school children. Over the next several months individuals and organizations will be contacted in an effort to match our needs with the community's resources.

In conclusion, I would like to thank the Southborough School Committee for their fine support, the teachers for their willing response to educational leadership, and a special thanks is due the principals who have contributed greatly to the strenght of our over-all program.

HERBERT C. GEELE
Superintendent of Schools

FACULTY of the SOUTHBOROUGH SCHOOLS

MARY E. FINN SCHOOL

Mr. Edward G. Valinski, B.S.Ed., M.S.Ed., Worcester S.C.	Principal
Mrs. Dorothy A. Minville, B.S., Cornell Univ.	Kindergarten
Mrs. Patricia E. Bradley, B.A.Ed., Rosemont Coll.	Grade 1
Mrs. Karen E. Baudin, B.S.Ed., Framingham S.C.	Grade 1
Mrs. Genevieve T. Feindel ,B.S.Ed., Framingham S.C.	Grade 1
Mrs. Jerelyn M. Johnson, B.S.Ed., Westfield S.C.	Grade 2
Mrs. Marjorie R. Mitchell, B.A.Ed., Whittier Coll.	Grade 2
Miss Faye A. Sabatinelli, B.S.Ed., Framingham S.C.; Ed.M., Tufts University	Grade 2
Miss Lois Gerson, B.S.Ed., Boston Univ.	Grade 3
Mrs. Virginia E. St. Jean, B.S., Rhode Island Coll.	Grade 3
Mrs. Christine E. Thompson, B.S.Ed., Framingham S.C.	Grade 3
Mr. Raymond D. Anastas, B.S.Ed., Framingham S.C.	Grade 4
Mrs. Marion W. Doren, B.A.Ed., Connecticut Coll.	Grade 4

MARGARET A. NEARY SCHOOL

Mr. P. Brent Trottier, B.S.Ed., Worcester S.C.; M.E., Fitchburg S.C.	Principal
Mr. H. Paul Buckingham,III, B.A., Hobart Coll.; M.A.T., Assumption Coll.	Asst. Principal (Part-time)
Mrs. Catherine D. Alsterlund, B.A., Mt. Holyoke Coll.	Kindergarten
Mrs. Ruth F. Brady, B.S.Ed., Framingham S.C.	Kindergarten
Miss Mary C. Hayes, B.S.Ed., Framingham S.C.	Grade 1
Miss Trudy Q. McCarthy, B.S.Ed., Northwest Missouri S.C.	Grade 1
Mrs. Sylvia I. Oberg, B.S.Ed., Worcester S.C.	Grade 1
Miss Martha M. Pliska, B.S., Western Connecticut S.C.; M.Ed., Univ .of Illinois	Grade 2
Mrs. Joanne C. Gaynor, B.S.Ed., Framingham S.C.	Grade 2
Miss Mary T. Shay, Lesley Coll.	Grade 2
Miss Suzanne D. Ward, B.S.Ed., M.Ed., Framingham S.C.	Grade 2
Mrs. Susanne F. Gird, B.S.Ed., Framingham S.C.	Grade 3
Miss Elna D. Headberg, B.S.Ed., Framingham S.C.; M.Ed., Worcester S.C.	Grade 3
Mr. Dennis Belliveau, B.S.Ed., Fitchburg S.C.	Grade 3
Mrs. Jayne M. Valiante, B.S.Ed., Framingham S.C.	Grade 3
Mrs. Jacqueline G. Aspesi, B.S.Ed., M.Ed., Framingham S.C.	Grade 4
Miss Marie A. Cahill, B.A., Anna Maria Coll.; M.S.Ed., Worcester S.C.	Grade 4

Mrs. Katharine L. Howard, A.B., Anna Maria Coll.;
M.Ed., Worcester S.C. — Grade 4
Mr. Andrew J. Levison, A.B., Clark Univ. — Grade 4
Mr. Daniel C. Shea, Jr., B.S.Ed., Bridgewater S.C. — Grade 5
Miss Marie E. Delaney, B.S.Ed., Ed.M., Worcester S.C. — Grade 5
Mrs. Cecelia A. Lynch, B.A., Anna Maria Coll.;
M.Ed., Worcester S.C. — Grade 5
Mrs. Marilyn J. Shanahan, A.B., Emmanuel Coll. — Grade 5
Miss Janice A. Silva, B.A., Anna Maria Coll.;
M.Ed., Worcester S.C. — Grade 5
Mr. H. Paul Buckingham, III, B.A., Hobart Coll.;
M.A.T., Assumption Coll. — Grade 5 (Part-time)
Miss Karen A. Katz, B.A., Clark Univ.,
M.Ed., Northeastern Univ. — Special Class
Mrs. Joan Lane, B.S.Ed., Worcester S.C. — Remedial Reading (Part-time)

A. S. WOODWARD MIDDLE SCHOOL

Mr. Robert M. Rosenblatt, B.S.Ed., Bridgewater S.C.
M.Ed., Boston University — Principal
Mr. Paul T. Doherty, B.S., Univ. of Mass.,;
M.S., University of Wisconsin — Asst. Principal (Part-time)
Mr. James M. Burke, B.A., Amer. International Coll.;
M.Ed., Framingham S.C. — Social Studies
Mr. Donald J. Cesarini, B.S.Ed., Boston Univ.;
M.Ed., Bridgewater S.C. — Language Arts
Mr. Danny R. Chernewski, A.A., Worcester Junior Coll.;
B.S.Ed., Framangham S.C. — Mathematics
Mr. Paul T. Doherty, B.S., University of Mass.;
M.S., Univ. of Wisconsin — Science (Part-time)
Mrs. Gail C. Dufault, B.A., Worcester S.C. — French
Mrs. Nancy M. Durkee, B.S., North Carolina Univ.;
M.Ed., Boston Univ. — Guidance Councellor
Mrs. Marianne K. Gough, A.B., Eastern Nazarene Coll.;
M.Ed., Duke Univ. — Language Arts
Mrs. Helen L. Hillner, B.S., Univ .of Missouri — Science
Mr. Alan E. Jaffe, B.S.Ed., Lyndon S.C.
M.A.T., Univ. of Maine — Social Studies
Mrs. Pauline M. Kelley, B.S., Univ. of Maine — Home Economics
Mr. Peter A. Langelier, B.S.Ed., Worcester S.C. — Math-Science
Mrs. Janet R. MacDonald, B.S., Syracuse Univ. — Language Arts
Mr. Jameson D. MacFarland, B.A., Clark Univ. — Social Studies
Mr. William R. Mahoney, B.S., Mass Maritime Acad. — Math-Science
Mr. Thomas J. McGinn, Jr., B.S., M.S., Coll .of the Holy Cross;
M.N.S., Worcester Polytechnic Institute — Math-Science
Mr. Robert L. McGrew, B.S., Univ. of Washington — Industrial Arts

Mr. Francis X. Moynihan, B.S.Ed., M.Ed.,
Worcester S.C. Math-Science
Mr. Arthur J. Mulrain, B.S.Ed., Fitchburg S.C.;
M.Ed., Worcester S.C. Guidance Counsellor (Part-time)
Mrs. Mary I. Nied, B.S., Rutgers Univ. Language Arts
Mr. William R. O'Connor, B.S.E.,
Northeastern Univ. Physical Education
Mrs. Patricia P. Pastner, A.B., Anna Maria Coll.;
M.Ed., Worcester S.C. Language Arts
Mrs. Rita D. Pervier, A.B., Emmanuel Coll.;
M.A., Boston Univ. Math-Science
Miss Patricia A. Richardson, B.A., Univ. of California;
M.Ed., Boston Univ. Physical Education
Mr. Stephen C. Wamback, B.S.Ed., M.Ed.,
Worcester S.C. Language Arts

ITINERANT PERSONNEL

Miss Roseanne F. Argento, B.A., Northwest Missouri S.C. Art
Mrs. Beverly J. Dodd, B.F.A., Mass. College of Art Art
Miss Myrian E. Baker, B.S.Mus.Ed., Univ. of Illinois;
M.M., Northwestern Univ. Instrumental Music (Part-time)
Mr. Stephen B. Elman, Mus.B., Berklee Coll. of Music
Instrumental Music (Part-time)
Mr. Hubert H. Bower, B.M., Boston University Vocal Music
Mr. Thomas C. Sargent, Mus.B.,
Boston University Vocal Music (Part-time)
Mr. Richard P. Griffin, Jr., B.S., College of the Holy Cross;
M.E., Worcester S.C. Media Centers Director
Miss Brenda L. Hubbard, B.S.Ed.,
Bridgewater S.C. Physical Education
Mr. Raymond L. LaChance, B.S.,
Springfield College Physical Education (Part-time)
Miss Mary Ann Ralbowsky, B.A.,
College of St. Rose Speech Therapy (Part-time)
Mrs. Meredith F. Richardson, B.A.,
Univ. of Mass. Perceptual Teaching
Mrs. Edith H. Soodak, B.A., Brooklyn Coll.;
M.Ed., Framingham S.C. Remedial Reading
Dr.Robert W. Blakslee, B.Ed., Keene S.C.; M.A., Atlanta Univ.;
D.Ed., Univ of New Mexico School Adjustment Counsellor
Mrs. Judith I. Riegelhaupt, A.B., Syracuse Univ.;
M.A., Boston Univ. Director of Volunteer Services
(Part-time)

SCHOOL SECRETARIES

Mrs. Frances E. H. Rabeni	A.S. Woodward Middle School
Mrs. Josephine M. Jerome	Mary E. Finn School
Mrs. June F. Whittle	Margaret A. Neary School

TEACHER AIDES

Mrs. Lauretta O. Field	A.S. Woodward Middle School
Mrs. Jean M. Lesieur	Mary E. Finn School
Mrs. Doris A. Walsh	Margaret A. Neary School
Mrs. Janet Gorham	Special Class, Margaret A. Neary School

LIBRARY AIDES

Mrs. Jeanne O. Davis	Margaret A. Neary School
Mrs. Eltie G. Kiser	A.S. Woodward Middle School

CAFETERIA MANAGERS

Mrs. Beatrice Johnson	A.S. Woodward Middle School
Mrs. Arlene Williams	Mary E. Finn School
Mrs. Stella Jackman	Margaret A. Neary School

CUSTODIAL STAFF

Mr. Edward W. Maynard, Head Custodian	Margaret A. Neary School
Mr. Christie A. Blakely	Margaret A. Neary School
Mr. Henry J. Delarda	Margaret A. Neary School
Mr. Richard S. Piper	Mary E. Finn School
Mr. James Bowen	(Part-time) Mary E. Finn School
Mr. Francis Taylor, Head Custodian	A.S. Woodward Middle School
Mr. Clifford Bailey	A.S. Woodward Middle School
Mr. J. Edward Murray	A.S. Woodward Middle School

ATTENDANCE OFFICER

Francis J. Mattioli, Chief of Police

REGISTRATION OF MINORS
October 1, 1971

	5-7 Years	7-16 Years	Total
Boys	131	699	830
Girls	120	642	762
Total	251	1341	1592
Enrolled in Public Schools	236	1248	1484
In Vocational School	—	6	6
In Private Schools	—	—	13
In State and County Institutions and Special Schools	6	73	79
Not In Any School	9	1	10
Total	251	1341	1592

ENROLLMENT BY GRADES
October 1, 1971

	K	1	2	3	4	5	6	7	8	Spec. Cl.	Tuition	Total
Mary E. Finn School	47	60	72	70	52	....	....	....	....	....	....	301
Margaret A. Neary School	83	68	88	97	105	138	....	....	....	8	4 In	586
A. S. Woodward Middle School	....	....	....	....	....	....	156	126	125	....	....	407
Peaslee School, Northborough, Educable Primary	....	....	....	....	....	....	....	....	....	....	5 Out	....
Middle School ,Northborough, Educable Intermediate	....	....	....	....	....	....	....	....	....	....	5 Out	....
Zeh School, Northborough, Trainable	....	....	....	....	....	....	....	....	....	....	2 Out	....
Total	130	128	160	167	157	137	156	126	125	8	4 In 12 Out	1294

"NO SCHOOL" ANNOUNCEMENTS

"No School" announcements will be given over the following radio stations between 6:3$ a. m. and 7:00 a. m.:

WSRO — MARLBOROUGH — 1470 KC
WKOX — FRAMINGHAM — 1190..KC
WTAG — WORCESTER — 580..KC

ALGONQUIN REGIONAL HIGH SCHOOL
AND
NORTHBORO AND SOUTHBORO PUBLIC SCHOOLS

SCHOOL CALENDAR
1971 - 1972

School opens September 8, 1971

Month	Session Days	Days Not In Session
September	17	None
October	19	October 11—Columbus Day October 25—Veterans Day
November	19	November 5—Teachers' Convention Close at noon on November 24 for November 25 and 26, Thanksgiving
December	17	Close at noon at Algonquin Regional High School and at end of day in Northboro and Southboro on December 23 for Christmas Vacation through January 2, 1972
January	21	None
February	16	Week of February 21, Washington's Birthday Winter Vacation

March	22	March 31—Good Friday
April	15	Week of April 17—Patriot's Day Spring Vacation
May	22	May 29—Memorial Day
June	17	None

School closes June 23, 1972

ALGONQUIN REGIONAL HIGH SCHOOL AND NORTHBORO AND SOUTHBORO PUBLIC SCHOOLS

SCHOOL CALENDAR 1972 - 1973

School opens Wednesday, September 6, 1972

Month	Session Days	Days Not In Session
September	18	September 1-5
October	20	October 9—Columbus Day October 23—Veterans Day
November	19	November 3—Teachers Convention November 22, close at noon for November 23 and 24, Thanksgiving
December	15	Close at noon at Algonquin on December 21, and at end of day in Northborough and Southborough on December 21 for Christmas vacation through January 1, 1973
January	22	January 1
February	15	Week of February 19
March	22	None
April	16	Week of April 16
May	22	May 28—Memorial Day
June	16	June 25-29

School closes on Friday, June 22, 1973

185 Total Days In Session

School Financial Statement

For the Year Ending December 31, 1971

SCHOOL ACCOUNT

Appropriation		$1,019,431.63
Expenditures:		
Administration:		
School Committee	$334.51	
Superintendent's Office	19,656.88	
Instruction:		
Supervision (including curriculum coordinators)	5,875.11	
Principal's Office	61,503.89	
Teaching (including salaries and educational supplies)	639,541.60	
Teaching (Special Classes)	8,280.62	
Textbook Program	4,001.17	
Library Services	25,422.44	
Audio-Visual Program	3,140.28	
Guidance Services	17,235.90	
Psychological Services	1,590.00	
Educational Television	729.75	
Other School Services:		
Adjustment Counsellor	13,406.43	
Attendance Officer	200.00	
Crossing Guards	373.50	
Health Services	7,629.59	
Pupil Transportation:		
To Schools Within Town	52,897.71	
Other than to and from School	1,494.65	
Student Body Athletics	1,959.80	

Operation of Plant:		
Custodial Services (Salaries and Supplies)	52,047.13	
Heating Buildings	13,369.59	
Utilities (Electricity, Gas, Water and Telephone)	20,962.58	
Maintenance of Plant:		
Maintenance of Grounds	741.25	
Maintenance of Buildings	5,957.35	
Maintenance of Equipment	2,457.90	
Replacement of Equipment	787.01	
Acquisition of Fixed Assets:		
New Equipment	3,414.18	
Programs With Other Systems:		
Tuition and Transportation	8,514.79	
Total Expenditures	$973,525.61	
TITLE II Transfer (Library)	285.49	
Unexpended Balance	45,620.53	
		$1,019,431.63

VOCATIONAL EDUCATION ACCOUNT

Appropriation		$24,050.00
Expenditures:		
Transportation	$1,753.28	
Tuition	8,749.38	
Total Expenditures	10,502.66	
Unexpended Balance	13,547.34	
TOTAL		$24,050.00

SCHOOL LUNCH ACCOUNT

(All Schools Combined)

Receipts:		
Balance from 1970	$3,720.35	
Lunchroom Receipts and State Aid	62,146.36	
Total Receipts		$65,866.71
Expenditures	61,371.44	
Balance to 1972	4,495.27	
		$65,866.71

PUBLIC LAW NO. 89-10, TITLE I

Receipts:		
Balance from 1970	$2,167.58	
Received in 1971	7,587.00	
Total Receipts		$9,754.58
Expenditures:	4,710.84	
Unexpended Balance	5,043.74	
		$9,754.58

PUBLIC LAW NO. 864, NDEA TITLE III

Receipts:	$663.86
Expenditures	$663.86

PUBLIC LAW NO. 864, TITLE V

Receipts:		
Balance from 1970	$430.50	
Total Receipts		$430.50
Expenditures		430.50

PUBLIC LAW NO. 874

Receipts:		
Balance from 1970	$4,295.00	
Received in 1971	550.00	
Total Receipts		$4,845.00
Expenditures	$4,295.00	
Unexpended Balance	550.00	
		$4,845.00

TITLE II (LIBRARY)

Receipts:		
Balance from 1970	$120.01	
Received in 1971	3,006.16	
Total Receipts		$3,126.17
Expenditures	$2,947.93	
Unexpended Balance	178.24	
		$3,126.17

Report of the

SOLID WASTE DISPOSAL COMMITTEE

At our first meeting June 15th, 1970 we elected Mr. McGowan Chairman and arranged a meeting with the Selectmen on the 16th of June to ascertain our duties and to afford us the opportunity to study the former Committee's Reports and Recommendations which were filed with the Selectmen during the former Committee's term which was from 1967 to 1970.

Our Committee for Solid Waste Disposal planning gave great creedance to the problems and then set about planning for solutions.

The prior Committee was invited to attend an informal joint conference meeting between the two Committee's which they did and it was held July 1, 1970.

This joint meeting allowed the incoming Committee to go forward with continuity without duplicating time, effort and expense.

It was apparent that, due to the era in which it was in effect, the prior Committee's recommendations were but a Voice in the Wilderness.

In 1967-68 the Mass. Ecology Movement was just getting under way as a result of Rachel Carson's "**Silent Spring.**"

In early 1970 the Southboro Dump Site was becoming a problem to Area Residents and unless practices as the Open Type Dump were changed, Southboro would run out of space during 1970—Early in 1970 it was converted to a DCC Operation—Dump, Compaction and Cover Operation.

The dump site of about 4 acres was fenced in and kept locked when not open. A used Tractor loader was purchased and a building to house it was built on the dump site. Hence, a type of Sanitary Land Fill was in operation.

A new operating schedule was established whereby the dump was closed Sundays and Mondays and open from 8 to 5 on Weekdays and Saturday—After a 7 day open dump it wasn't the most popular thing to instigate, however, the schedule is still in effect and residents are fairly well adjusted to it. A full time dump attendant is employed. A resident sticker system is employed.

After much research by our Committee, our recommendation was sent to the Selectmen for their consideration which was as follows.

1. The Solid Waste Disposal Planning Committee is convinced that the Town of Southboro should concentrate it's efforts and funds on acquiring, operation and maintaining a Sanitary Land Fill Site as the solution to it's Solid Waste Disposal problem.

A consolidated facility with one or two contiguous communities would be the most economical operation. All statistics acquired by the Committee show Incineration costs to be 4 or 5 times greater than Land Fill Operation for a town of 20 thousand population. The smaller the community, the greater the cost ratio increases.

2. To educate the residents that a true Sanitary Land Fill Operation is not to be compared with an open dump and thereby dissipate some of the resistance to whatever site might be selected.

3. Appoint a Site Selection Board consisting of Elected Town Officials—Members of the Board of Selectmen, Assessors, Health and Planning Board, who with the advice of all appointed Town Committee's and Officials as required, will present its site recommendation to the Town Meeting as soon as possible but no later than March 1972.

This Board should be allocated sufficient authority and funds to do necessary preparatory investigations prior to its recommendation, such as Land Boring, hiring Professional Consultants and eminent domain.

Southboro's 6000 population requires about an acre and one half of Sanitary Land Fill per year. Our recommendation is to acquire a site sufficiently large to accommodate 20 to 25 years and consider well the possible population increase. Additional acreage will be required for fencing, and landscaping to provide isolation from abutters and create a Buffer Zone in order that the Land Fill Site not devalue real estate during its life cycle.

Continued liaison is to be carried on with neighboring towns to study the feasibility of a consolidated operation.

We recommend a combined Garbage and Rubbish Pick-up by the department performing the Public Works function, which would eliminate the present cost of garbage collection. This would also save some individuals $52.00 per year or more, who presently hire the rubbish to be collected for them by private contractors.

It would give multiple use of the Collection Vehicle as some Towns and Cities use them for Snow Plowing when not in service for solid waste pick up.

Prior to making our recommendation we naturally contacted people with experience far more up to date than we possessed—From Rolie Dorer—Trash More Mountain in Virginia City to the many experiments with Composting to Modern Incineration, Shredding and Baleing and naturally Compacting and Covered Type Open Dumps.

A properly designed Sanitary Land Fill can and does dispose of all Solid Waste in an orderly manner. It also utilizes otherwise useless materials in eventually creating usable land, and it will accept all material that the incinerator and the shredder accept as well as all the material they must turn away.

Incineration partially eliminates one form of pollution and creates another. Incineration will not consume all the solid waste that is part of our affuency. Refrigerators, washing machines, stoves, hot water heaters are but a few items turned away—plus incinerators have to dump their ashes somewhere—usually in a Sanitary Land Fill.

Pulverizing and Shredding are a partial answer but it is costly and an unnecessary step; partially because it will not accept all solid waste, partially because shredded material has to be disposed of. True it's bulk has been reduced—equally true is the fact that it must be compacted by a Stationary Compactor or a Land Fill Compactor.

Recently at Southboro Land Fill there has been instigated a Recycling Program for Newspapers and Cardboard by a Non Profit Group. There is also under way a Tin Can Recycling Program in the Town and under serious consideration is a Glass Recycling Program.

Recycling should be thought of by the residents as a way, if not to reduce, at least to hold the tax line. Recycling does not Cost—It Pays.

Every cubic yard of material recycled is one less that the town has to pay to compact and cover.

I site the above only to validate our recommendation to The Town of Southboro for a Sanitary Land Fill.

Respectfully submitted,

BERNARD W. McGOWAN,
Chairman

RAY B. DAVIS
JAMES B. DENMAN
Solid Waste Disposal Comm.

Special Town Meeting

December 6, 1971

At the Special Town Meeting duly called and held in the Town Hall, Southborough on December 6, 1971 at 7:30 p.m., the following articles were voted upon in legal manner. There was a quorum present. (150 voters = quorum, there were 154 voters present.)

Checkers:

Mrs. Benita M. Hubley	Mrs. Gladys R. Binder
Mrs. Avis M. Cummings	Mrs. Marjorie A. McAuliffe

The meeting was called to order at 7:50 p.m. by the Moderator Mr. Swartwood.

Receipt of return of posting of the warrant by the Constable was verified by the Moderator.

The Moderator outlined the bounds of the hall for the purpose of voting as the entire downstairs area—nonregistered residents are allowed to sit in the balcony area.

Following individuals who are not voters of the Town of Southborough requested permission to sit on the floor:

Marjorie Horton, Reporter WSRO Radio Marlboro
Carole J. Maconi, Reporter Marlboro Enterprise
Elaine Aschettino, Reporter South Middlesex Daily News

Town Counsel William F. Brewin is not a voting member —however as a town official is allowed on the floor.

Tellers were sworn in by Town Clerk Paul J. Berry:

Mrs. Beulah T. Callaghan	Mr. Fred J. Quinn
Mr. Walter Eremich	Mr. John R. McCarthy

Reading of the Warrant was waived by unanimous vote.

ARTICLE 1. To see if the Town will vote to accept and esablish as a Town Way under the provisions of Chapter 82 of the General Laws a privately owned street, known as Maplecrest Drive, from station 12 + 22.31 at intersection of Maplecrest Drive and Pinecone Lane to station 16 + 0, including the turnaround and drainage easements as shown on plan entitled "Plan of Acceptance of Pinecone Lane and Maplecrest drive, Southborough, Mass., Scale 1" = 40', January 12, 1970, Ewald and Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

MOTION: That the Town accept as a Town Way a private street known as Maplecrest Drive, from station 12 + 22.31 at intersection of Maplecrest Drive and Pinecone Lane to station 16 + 0, including the turnaround and drainage easements as shown on plan entitled "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass., Scale 1" = 40', January 12, 1970, Ewald and Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass." and that said street shall be named Maplecrest Drive. Highway Superintendant and Planning Board did not recommend acceptance at this time.)

ARTICLE 1: In the words of the above Motion was DEFEATED by the majority vote.

ARTICLE 2. To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of the General Laws a privately owned street, known as Pinecone Lane, including drainage easement, as laid out by the Selectmen, and according to boundaries and measurements as shown on a plan entitled "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass., Scale 1" = 40', January 12, 1970, Ewald and Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.", which plan and layout are on file in the office of the Town Clerk, or

do or act anything in relation thereto. (Board of Selectmen and Planning Board unanimously recommended acceptance.)

VOTED UNANIMOUSLY (by voice vote): To accept as Town Way a private street known as Pinecone Lane, including drainage easement, as laid out by the Selectmen, and according to boundaries and measurements so shown on a plan entitled "Plan of Acceptance of Pinecone Lane and Maplecrest Drive, Southborough, Mass., Scale 1" = 40', January 12, 1970, Ewald and Maschi, Inc., Engineering Consultants, 908 Concord Street, Framingham, Mass.," and that said street shall be named Pinecone Lane.

ARTICLE 3. To see if the Town will vote to accept and establish as a Town Way under provisions of Chapter 82 of the General Laws a privately owned street known as Partridge Hill Road, including drainage easement, as laid out by the Selectmen, and according to boundaries and measurements as shown on a plan entitled "Partridge Hill, Subdivision of Land, Southborough, Mass., Scale 1" = 40', Survey by McCarthy Engineering Service, Inc., 200 W. Central Street, Natick, Mass., Nashoba Survey Co., Inc., 230 Maple Street, Marlboro, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto. (Board of Selectmen and Planning Board did not recommend acceptance at this time.)

ARTICLE 3 was DEFEATED by voice vote.

ARTICLE 4. To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of the General Laws a privately owned street, known as Crestview Drive, including drainage easement, as laid out by the Selectmen, and according to boundaries and measurements as shown on a plan entitled "Partridge Hill, Subdivision of Land, Southborough, Mass., Scale 1" = 40', Survey by McCarthy Engineering Service, Inc., 200 W. Central Street, Natick, Mass., Nashoba Survey Co., Inc., 230 Maple Street,

Marlboro, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto. (Board of Selectmen, Superintendent of Streets and Planning Board do not recommend acceptance at this time.)

ARTICLE 4 was DEFEATED by voice vote.

ARTICLE 5. To see if the Town will vtote to transfer from the Cemetery Reserve Fund and appropriate to the Cemetery Commission, the sum of Ten Thousand Dollars ($10,000.) for the purpose of paving the roads in the Rural Cemetery, or do or act anything in relation thereto. (Advisory Committee does not recommend acceptance of this Article—since they were not aware of the matter.)

ARTICLE 5 in words of Article) DEFEATED by voice vote.

ARTICLE 6. To see if the Town will vote under Massachusetts General Laws Chapter 121B, section 3, to establish a Housing Authority, and in that connection to make any and all determinations and declarations deemed necessary or desirable, and take any action in relation thereto.

Whereas there exists in the town:

(a) a shortage of safe sanitary dwellings available for families or elderly persons of low income at rentals which they can afford.

That whereas it is hereby determined that a Housing Authority is needed for:

(a) the provision of housing for families or elderly persons of low income.

Now, therefore it is hereby recommended: that the Southborough Housing Authority shall be organized and established under the provisions of Massachusetts, General

Laws Chapter 121B, Section 3, and acts in amendment thereof and in addition thereto. (This Article was unanimously opposed by the Planning Board.) (Board of Selectmen unanimously recommended approval of this Article.)

ARTICLE 6 AMENDED MOTION: Move that the motion be amended to read as follows:

That the Town vote to create a committee consisting of a member, or representative, from each of the Board of Selectmen, the Advisory Committee, the Planning Board, the ad hoc Capital Budget Committee, the ad hoc Committee to Study Low-Income Housing, which committee shall study the needs of low-cost housing for elderly persons of Southborough, to study Chapter 121B of the General Laws and to make an interim, or final, report, as the case may be, to the next Annual Town Meeting.

VOTE on AMENDED MOTION—ARTICLE 6:

For: 109 Against: 68

FURTHER AMENDMENT TO ARTICLE 6

(As Amended) That the words of the motion in ARTICLE 6 as AMENDED be further amended by removing the words: "an interim, or" and thereafter: "as the case may be") therefrom.

ARTICLE 6 (Further Amendment as shown directly above) Passed by voice vote.

ARTICLE 6 (Final vote) Vote taken on the Motion as Amended. Passed by voice vote.

ARTICLE 7. To see if the Town of Southborough will vote to amend Section VI, Table of Regulations subsection (b) of the Zoning By-Laws for the Town of Southborough as adopted on June 6, 1955, as amended, by striking Para-

graph (b) therefrom and inserting a new paragraph (b) which shall read as follows:

"(b) Detached one-story accessory buildings, garages, and swimming pools, tennis courts and other recreational structures, when located in read yards shall be placed at least 10 feet from the rear and side lot lines except as provided in (c),"

or do or act anything in relation thereto.

ARTICLE 7. That the Town vote to amend Section VI, Table of Regulations subsection (b) of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended, by striking Paragraph (b) therefrom and inserting a new paragraph (b) which shall read as follows:

"(b) Detached one-story accessory buildings, garages, and swimming pools, when located in rear yards shall be placed at least 10 feet (ten) from the rear and side lot lines except as provided in (c)." (Planning Board recommended approval of Article 7 as read above.)

VOTED as follows:

For: 115 Against: 29

Motion to dissolve Meeting made and carried at 9:50 p.m.

A true copy:
Attest:

PAUL J. BERRY, Town Clerk

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REPORT OF

ADVISORY COMMITTEE

FOR YEAR ENDNG DEC. 1970

and

1971 TOWN WARRANT

AND RECOMMENDATIONS

Southborough, Massachusetts

ANNUAL TOWN MEETING, MARCH 8, 1971

Bring This Report to Town Meeting for Reference

The Hoyle Press, 9 May St., Worcester, Mass. 01610

	Consolidated Budget 1971		Average Expenditures 1969 and 1970	
General Government	$160,927	(5.95%)	$113,544	(5.63%)
Public Safety	275,441	(10.20%)	195,572	(9.70%)
Health	52,649	(1.96%)	35,414	(1.76%)
Highways	126,057	(4.70%)	85,994	(4.28%)
Veterans Services	31,648	(1.18%)	28,428	(1.40%)
Education,	1,534,881	(57.20%)	1,130,996	(56.31%)
Library	26,933	(1.00%)	24,921	(1.24%)
Public Service	98,502	(3.65%)	93,350	(4.64%)
Recreation etc.	22,103	(.82%)	10,611	(.53%)
Maturing Debt & Interest	334,835	(12.4%)	270,394	(13.50%)
Cemetery	25,346	(.94%)	20,898	(1.02%)
Total	$2,689,323	(100.00%)	$2,010,122	(100.00%)

Consolidated recommended budget figures as proposed in Article 13 of the Warant. These are the amounts under the "A" recommendation. If the Town accepts the Salary Scale Adjustments proposed by the Personnel Board the budget total will increase by $15,685. Percentages will not change noticeably. These would be the amounts under the "B" recommendation.

NOTE: Any expenditures authorized by votes on Warrant Articles other than No. 13 are **NOT** included above.

REPORT of the ADVISORY COMMITTEE
1971

As we look back at 1970, we must recognize the good work that was done by our town officials, town employees and the other good people who gave their time and efforts to complete the many and various projects that were accomplished. Thank you.

At the time of this meeting, more than two months of this year have passed. We face many new problems and proposals while some of the old ones are still with us.

Most of the town departments have done well to hold their 1971 budgets close to last year. There are others that have an understandable increase. A few have increased greatly.

The total budget for 1971 is $2,689,324. This is $406,803 more than last year, an increase of 17.8%. The budget as listed under "B" includes the wage increase for town employees as proposed by the personnel board. This will amount to $15,684 to keep our loyal town employees up with comparable jobs in this area. The Advisory Board recommends approval of the wage increase.

You will notice that our schools contribute more than half the amount of the budget increase. The budget for Algonquin Regional is up $71,000. The Southborough School budget is up $270,000 over last year. Our cost per student indicates that the children who complete their education through Algonquin should be much better prepared for further education than the average.

Budget Item No. 32, Dump Maintenance, is high again this year and will be discussed at the meeting.

Budget Item No. 40, Recreation, has doubled since last year. This will also be a matter for discussion.

Budget Item No. 47, Highway Drainage, was a new item last year. At that time there were six comparatively small projects to be done. The largest costing $10,488, the total for all six was $26,586. The item this year is to do four projects at a total cost of $48,616. The largest project estimated at $20,496. Since the amount of this budget has doubled in its second year, the Advisory Board requested that the various projects be separated and made into warrant articles. This would give the tax payer better exposure to each project and he could decide the merit of each as had been the method used in past years. It would insure the money being available for each project even if the work was not completed in the budget year. The Selectmen prefer to control these various drainage problems and set their own priorities on the coming projects. The Advisory Board is in favor of all four projects but do not agree with the method of presentation to the tax payers.

There are several warrant articles without recommendations. These articles were received by the Advisory Board too late to make proper investigation. After further study, we intend to have recommendations at the town meeting.

Be sure to bring this report to the meeting at Woodward School on March 8, 1971. This is the only chance you will have this year to decide and determine what your tax bill will be.

We have done our best to represent you this year and have enjoyed doing it.

Respectfully submitted,

JOSEPH F. CALLAGHAN,
Chairman
ULDERIC F. HURLEY, Clerk
DAVID E. TAYLOR
CHARLES E. WOOD
WILLIAM L. ZOLLI
RICHARD T. TEBBETTS

RESERVE FUND USE — 1970

Requesting Transfer	Original appropriation for purpose for which transfer requested.	Amt. requested and transfer made	RESERVE FUND $30,000.00 Reason
May 6, 1970 Selectmen — Election and Registration Account	Part of Budget Item #7 No Appropriation	$269.00	Annual Town Meeting took 5 sessions. Communication difficulties and added custodial fees, not anticipated, were not included in the appropriation.
Sept. 28, 1970 Treasurer — Interest on Debt —Tax Anticipation Notes	Part of Budget Item #38 $7,000.00	$58.32	Greater than anticipated borrowing and increased interest costs.
Oct. 16, 1970 Selectmen — Veterans Services — Ordinary Benefits — Medical — Hospital — Pharmaceutical — etc.	Part of Budget Item #24 $22,000.00	$3,900.00	Demands for Veterans benefits — certified for payment after full investigation — exceeded appropriation. About 50% of these costs will be reimbursed.
Oct. 16, 1970 Selectmen — Dog Officer — Care and Disposal of Animals	Part of Budget Item #45 $1,200.00	$500.00	Estimate in appropriation too low for requirements. These costs are reimbursed by the County.
Oct. 23, 1970 Selectmen — Election and Registration Account	Part of Budget Item #7 $2,754.00	$543.53	Number of workers and hours to be worked were underestimated in the original appropriation.
Dec. 21, 1970 Selectmen—Highway Equipment Maintenance	Article #22 of Town Meeting of 3-9-70 $4,500.00	$156.84	Appropriation exhausted in November. Repairs and parts needed to keep equipment operating.

Dec. 21, 1970 Board of Health	Budget Item #19 $18,658.35	$1,879.00	Contract for garbage collection was executed after Town Meeting. Cost increased by 20% over estimated cost. The charges for participation in the Visiting Nurse Association increased from 50% over amount estimated and appropriated.
Dec. 28, 1970 Selectmen — Highway — Snow Removal	Part of Budget Item #22 No Appropriation	$3,000.00	The old sander body (approx. 11 years old) collapsed in service due to corrosion. Heavy snow forecasts caused Selectmen to declare an emergency. The State Director of the Division of Accounts approved to permit immediate replacement of this equipment.
	Total Expended	$10,306.69	
	Balance	$19,693.31	

BUDGET ITEMS (See Warrant Article No. 13)

GENERAL GOVERNMENT

NOTE: **Under 1971 Recommendations**
Column B will be effective **only** if recommendation of the Personnel Board regarding adjustments of pay schedules, etc. is accepted by the meeting.

Budget Item Number	Expended 1970	Recommended 1971 A	B
1. **Advisory Committee**			
Wages—Clerical	$365.25	$637.50	$645.47
Other Expenses	62.00	110.00	110.00
Avg. Prior 2 yrs.—$385.88	427.25	747.50	755.47
2. **Selectmen**			
Wages—Clerical	13,868.80	14,696.95	15,248.20
Other Expenses	3,929.57	17,472.40	17,472.40
	17,798.37	32,169.35	32,720.60
Avg. Prior 2 yrs.—$16,750.79			
3. **Accounting Dept.**			
Wages—Clerical	5,411.82	5,623.26	5,834.13
Other Expenses	248.81	366.00	366.00
	5,660.63	5,989.26	6,200.13
Avg. Prior 2 yrs.—$5,579.52			
4. **Treasurer**			
Wages—Clerical	3,264.39	4,785.00	4,964.44
Other Expenses	2,028.85	2,607.25	2,607.25
	5,293.24	7,392.25	7,571.69
Avg. Prior-2 yrs.—$4,927.16			
5. **Collector**			
Wages—Clerical	6,958.14	5,630.00	5,841.13
Other Expenses	3,159.77	3,587.00	3,587.00
	10,117.91	9,217.00	9,428.13
Avg. Prior 2 yrs.—$9,570.34			

Budget Item Number	Expended 1970	Recommended 1971 A	B
6. **Town Clerk**			
Wages—Clerical	1,506.51	1,647.00	1,708.76
Other Expenses	949.22	1,486.10	1,486.10
	2,455.73	3,133.10	3,194.86
Avg. Prior 2 yrs.—$2,147.81			
7. **Election & Registration**			
Wages—Clerical	950.29	1,027.50	1,066.03
Wages—Reg. and Clerk	550.00	550.00	557.50
Wages—Elect. Offi.	3,288.11	1,200.00	1,245.00
Other Expenses	3,776.89	4,215.00	4,215.00
	8,575.29	6,992.50	7,083.53
Avg. Prior 2 yrs.—$5,671.08			
8. **Assessors**			
Wages—Clerical	5,149.89	5,878.80	6,099.25
Other Expenses	5,186.97	5,173.60	5,173.60
	10,336.86	11,052.40	11,272.85
Avg. Prior 2 yrs.—$9,849.55			
9. **Legal Dept.**			
Wages	500.00	500.00	518.50
Other Expenses	5,454.50	7,350.00	7,350.00
	5,954.50	7,850.00	7,868.50
Avg. Prior 2 yrs.—$5,898.69			
10. **Town Hall**			
Wages	1,175.00	1,175.00	1,219.06
Other Expenses	3,492.42	4,655.00	4,655.00
	4,667.42	5,830.00	5,874.06
Avg. Prior 2 yrs.—$5,120.80			
11. **Planning Board**			
Wages—Clerical	202.12	587.50	609.53
Other Expenses	404.06	798.60	798.60
	606.18	1,386.10	1,407.13
Avg. Prior 2 yrs.—$364.09			

Budget Item Number	Expended 1970	Recommended 1971 A	B
12. Board of Appeals			
Wages—Clerical	665.33	1,000.00	1,037.50
Other Expenses	397.28	800.00	800.00
	1,062.61	1,800.00	1,837.50
Avg. Prior 2 yrs.—$681.02			
13. Police Department			
Wages—Clerical	200.00	200.00	207.50
Wages	79,080.44	98,171.26	101,852.68
Other Expenses	9,316.07	17,539.40	17,539.40
	88,596.51	115,810.66	119,599.58
Avg. Prior 2 yrs.—$77,938.85			
14. Fire Department			
Wages—Permanent Men	57,865.73	74,620.20	77,408.70
Wages—Call and Clerical	10,123.96	11,815.00	12,258.06
Other Expenses	12,822.79	13,431.00	13,431.00
	80,812.48	99,866.20	103,097.76
Avg. Prior 2 yrs.—$69,743.70			
15. Insect Pest Control			
Wages	3,210.40	2,320.80	2,407.84
Other Expensees	3,622.77	4,650.00	4,650.00
	6,833.17	6,970.80	7,057.84
Avg. Prior 2 yrs.—$6,830.56			
16. Tree Warden			
Wages	4,379.58	2,762.40	2,865.99
Other Expenses	4,490.66	7,111.35	7,111.35
	8,870.24	9,873.75	9,977.34
Avg. Prior 2 yrs. $8,771.43			
17. Cemetery			
Wages	23,053.43	24,035.00	24,936.31
Other Expenses	821.49	1,310.70	1,310.70
	23,874.92	25,345.70	26,247.01
Avg. Prior 2 yrs. $20,897.93			

Budget Item Number		Expended 1970	Recommended 1971 A	B
18.	**Civil Defense**			
	Wages	301.34	626.00	649.25
	Other Expenses	3,322.82	3,449.00	3,449.00
		3,624.16	4,075.00	4,098.25
	Avg. Prior 2 yrs. $3,606.41			
19.	**Board of Health**			
	Wages	720.70	820.00	850.75
	Other Expenses	19,697.47	22,358.00	22,358.00
		20,418.17	23,178.00	23,208.75
	Avg. Prior 2 yrs. $17,255.01			
20.	**Inspector of Animals**			
	Wages	150.00	150.00	155.63
	Other Expenses	20.00	35.00	35.00
		170.00	185.00	190.63
	Avg. Prior 2 yrs. $164.00			
21.	**Street Lights**			
	Electricity	20,454.92	26,000.00	26,000.00
	Avg. Prior 2 yrs. $17,892.26			
22.	**Highway—Snow Removal**			
	Wages	14,061.30	14,550.00	15,095.62
	Other Expenses	18,472.17	17,700.00	17,700.00
		32,533.49	32,250.00	32,795.62
	Avg. Prior 2 yrs. $30,572.26			
23.	**Highway—Special Maintenance**			
	Wages	30,688.75	29,621.00	30,731.79
	Other Expenses	14,251.56	15,570.00	15,570.00
		44,940.31	45,191.00	46,301.79
	Avg. Prior 2 yrs. $41,876.79			
24.	**Veterans Services**			
	Wages	3,282.50	3,488.00	3,618.80
	Other Expenses	27,181.61	28,160.00	28,160.00
		30,464.11	31,648.00	31,778.80
	Avg. Prior 2 yrs. $28,428.31			

Budget Item Number		Expended 1970	Recommended 1971 A	B
25.	**School (Southborough)**			
	Administration	17,898.07	21,168.91	21,168.91
			801,535.33	801,535.33
	(see detail below)		* —5,389.36	* —5,389.36
	Instruction—Totals	617,396.54	796,145.97	796,145.97
	Operation & Maintenance	84,674.53	103,114.40	103,114.40
	Other Services	86,404.02	99,002.35	99,002.35
		806,373.16	1,019,431.63	1,019,431.63
	Avg. Prior 2 yrs. $723,425.98			
	* Detail of deductions			
	Funds from PL874— 4,295.00			
	Funds from PL864— 430.50 Title V			
Est.	Funds from PL864— 663.86 Title III			
	5,389.36			
26.	**Vocational Education**			
	Transportation	1,565.65	3,450.00	3,450.00
	Tuition	11,298.30	20,600.00	20,600.00
		12,863.95	24,050.00	24,050.00
	Avg. Prior 2 yrs. $8,963.32			
27.	**Regional High School Assessment**			
	Assessment	413,920.15	486,045.14	486,045.14
	Avg. Prior 2 yrs. $394,708.50			
28.	**Regional Vocational High School Assessment**			
	Assessment	3,351.37	5,355.88	5,355.88
	Avg. Prior 2 yrs. $3,598.67			
29.	**Southborough Library**			
	Wages	17,457.02	18,942.84	19,661.11
	Other Expenses	8,716.27	7,990.00	7,990.00
		26,173.29	26,932.84	27,651.11
	Avg. Prior 2 yrs. $24,921.48			
30.	**Water Department**			
	Wages	46,614.76	47,779.23	49,570.95
	Other Expenses	46,848.76	50,722.70	50,722.70
		93,463.52	98,501.93	100,293.65
	Avg. Prior 2 yrs. $93,349.64			

Budget Item Number		Expended 1970	Recommended 1971 A	B
31.	**—Reserve Fund**			
	NOT IN TAX LEVY. To be transferred from Overlay Reserve.			
	Transfers	10,306.69	30,000.00	30,000.00
	Avg. Prior 2 yrs. $15,153.35			
32.	**Dump Maintenance**			
	Wages	7,439.18	7,926.36	8,223.60
	Other Expenses	20,989.81	21,360.00	21,360.00
		28,428.99	29,286.36	29,583.60
	Avg. Prior 2 yrs. $17,994.64			
	THE ADVISORY COMMITTEE recommends that the item "Other Expenses" be reduced by $10,000.00 in the 1971 budget to $11,360.00. There should be no need for further equipment, and it is felt the estimate for gravel fill to be purchased is too high. The recommended totals to be "A" $19,286.36 or "B" $19,583.60.			
33.	**Fayville Hall Maintenance**			
	Wages	964.64	1,022.00	1,061.83
	Other Expenses	2,124.77	1,875.00	1,875.00
		3,089.41	2,897.00	2,936.83
	Avg. Prior 2 yrs. $2,888.21			
34.	**Town Reports**			
	Expenses	3,116.27	3,600.00	3,600.00
	Avg. Prior 2 yrs. $2,877.16			
35.	**Insurance**			
	Premiums	33,488.12	48,350.00	48,350.00
	Avg. Prior 2 yrs. $30,659.21			
36.	**Gasoline**			
	Gasoline	8,684.00	10,000.00	10,000.00
	Avg. Prior 2 yrs. $8,865.50			
37.	**Industrial Commission**			
	Wages—Clerical	10.28	0.00	0.00
	Other Expenses	115.50	1,050.00	1,050.00
		125.78	1,050.00	1,050.00
	Avg. Prior 2 yrs. $308.74			
38.	**Interest on Debt**	128,070.32	120,835.00	120,835.00
	Avg. Prior 2 yrs. $106,394.07			

Budget Item Number		Expended 1970	Recommended 1971 A	B
39.	**Debt Retirement**	214,000.00	214,000.00	214,000.00
	Avg. Prior 2 yrs. $164,000.00			
40.	**Recreation & Town Grounds Maintenance**			
	Wages	5,503.00	7,750.00	8,040.62
	Other Expenses	5,435.09	14,353.45	14,353.45
		10,938.09	22,103.45	22,394.07
	Avg. Prior 2 yrs. $10,611.10			

THE ADVISORY COMMITTEE recommends that the item "Other Expenses" be reduced $6,067.45 in the 1971 budget to $8,286.00. A 100 Percent increase in this budget over 1970 expenditures certainly does not seem warranted at this time. The recommended totals to be "A" $16,036.00 or "B" $16,326.62. Note that no change is recommended in personnel or wages. An item of $3,100.00, a new item, is included in Other Expenditures to facilitate accounting proceedures. This amount will be almost entirely reimbursable to the Town.

41.	**Building Department**			
	Inspection Fees	8,944.75	9,500.00	9,500.00
	Other Expenses	53.02	300.00	300.00
		8,997.77	9,800.00	9,800.00
	Avg. Prior 2 yrs. $8,800.00			
42.	**Personnel Board**			
	Wages—Clerical	796.85	1,080.00	1,120.50
	Other Expenses	269.37	300.80	300.80
		1,066.22	1,380.80	1,420.50
	Avg. Prior 2 yrs. $1,006.65			
43.	**Moderator**			
	Expenses	0.00	25.00	25.00
	Avg. Prior 2 yrs. $ Zero			
44.	**Conservation Commission**			
	Wages	0.00	58.00	60.17
	Other Expenses	100.00	242.00	242.00
		100.00	300.00	302.17
	Avg. Prior 2 yrs. $50.00			

Budget Item Number	Expended 1970	Recommended 1971 A	B
45. Dog Officer			
Wages	400.00	400.00	415.00
Other Expenses	1,983.00	2,345.00	2,345.00
	2,383.00	2,745.00	2,760.00
Avg. Prior 2 yrs. $1,939.00			
46. Historical Commission			
Wages	0.00	0.00	0.00
Other Expenses	83.00	65.00	65.00
	83.00	65.00	65.00
Avg. Prior 2 yrs. $41.50			
47. Highway—Drainage Projects			
Wages	6,591.42	23,325.00	24,199.69
Other Expenses	20,498.97	25,291.00	25,291.00
	27,090.39	48,616.00	49,490.69

THE ADVISORY COMMITTEE has no objection to the proposed drainage costs projected in this Item. However, it was felt that this budget item should have been introduced as a separate Warrant Article. In the interest of clarity and information the following is presented as an explanation:

Project 1: Flagg Rd., Love Lane to Red Gate Lane. 1200 ft. of 12 in. pipe—$9,870.00.

Project 2: Flagg Rd., east of Strawberry Hill Rd. to Deerfoot Rd.: also Deerfoot Rd. from Flagg Rd. northerly—1600 ft. of 12 in pipe; also Deerfoot Rd. southerly to Brook—850 ft. of 15 in. pipe—$20,496.00.

Project 3: Culvert at brook on Deerfoot Rd.—One half cost as Western Electric Co. is paying half cost.—$3,250.00.

Project 4: Box culvert on Parkerville Rd. at crossing of Brook, to M.D.C. Reservoir—$15,000.00.

Project numbers are for identity only. Costs include manholes, catchbasins, etc. as needed.

TOTALS (Reserve Fund NOT included)	$2,260,380.25	$2,689,323.80	$2,705,008.09

TOWN WARRANT

COMMONWEALTH OF MASSACHUSETTS

Worcester ss. February 2, 1971

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the Inhabitants of the Town of Southborough qualified to vote in elections and Town affairs, to meet in the A. S. Woodward Memorial School in said Southborough, on

Monday Evening, March 8, 1971

at 7:00 p.m., then and there to take action on the following articles:

ARTICLE 1: To hear the reports of the various Town Officers and Committees and to take such action, thereon, as the Town may vote.

(Proposed by the Board of Selectmen)

It is recommended that these reports be heard.

ARTICLE 2: To see if the Town will vote to fix, for the Calendar Year 1971, the salary and compensation of all elective officers of the Town as provided by Section 108 of Chapter 41, of the General Laws, as amended, which officers are as follows:

One Moderator, one Town Treasurer, one Town Clerk, one Town Collector, three Selectmen, three Assessors, five members of the School Committee, three members of the Board of Health, three Water Commissioners, three Cemetery Commissioners and one Tree Warden.

Moderator	$25.00	School Comm. (5)	500.00
Treasurer	2,000.00	Board of Health (3)	300.00
Town Clerk	1,800.00	Water Commrs. (3)	300.00
Town Collector	2,000.00	Cemetery Commrs. (3)	75.00
Selectmen (3)	2,100.00	Tree Warden	25.00
Assessors (3)	5,400.00		

(Proposed by the Board of Selectmen)

Committee recommends against increase in one group only. It is recommended that Assessors (3) Salary be $4000.00. Recommendation is made to proper authority to appoint a committee to study compensation for elected officers.

ARTICLE 3: To see if the Town will vote to raise and appropriate the sum of fourteen thousand five hundred twenty-five dollars ($14,525.00) or such other sum of money as may be necessary to pay the salaries of all elective Town Officers, or do or act thereon.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $13,125.00 be raised and appropriated. This is the same amount that was appropriated in 1970.

ARTICLE 4: To see if the Town will vote to transfer to Surplus Revenue Account (Excess and Deficiency) the unexpended balances of certain appropriations as follows:

Police Radar Equipment	$14.95
Police Cruisers	35.58
Water Ext. Richards Rd	2,957.03
Water Ext. Middle Rd.	51.41
Repair or Replace Town Prop. or Equip.	1,788.35
Memorial Day Exercises	23.25
Capone Land Purchase	200.00
	$5,070.57

or do or act anything in relation thereto.

(Proposed by the Town Accountant)

It is recommended that unexpected balances be returned to Surplus Revenue Account as printed.

ARTICLE 5: To see what disposition shall be made of the dog money.

(Proposed by the Board of Selectmen)

It is recommended that the revenue from licensing of dogs, $259.17, be used as part of the appropriation for the Library.

ARTICLE 6: To see if the Town will vote to accept a sum of money from St. Mark's School, and determine what disposition shall be made of the same, if accepted, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $7,000.00 be accepted and placed in the Town Treasury.

ARTICLE 7: To see if the Town will vote to accept a sum of money from Fay School, and determine what disposition shall made of the same, if accepted, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum mentioned in the motion be accepted and placed in the Town Treasury.

ARTICLE 8: To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1971 and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with Section 17, Chapter 44,

of the General Laws, as amended, and pass any vote or take any action in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that this authority be given.

ARTICLE 9: To see if the Town will authorize the Board of Assessors to use free cash in the Town Treasury, and if so, what sum for the purpose of reducing the amount to be raised and assessed as taxes in 1971 or pass any vote relative thereto.

(Proposed by the Board of Selectmen)

A recommendation as to the sum to be used will be made at the Town Meeting.

ARTICLE 10: To see if the Town will vote to amend the Town By-Laws by striking therefrom in their entirety those sections which apply to the "Salary Administration Plan" and inserting therefor the following sections as the "Salary Administration Plan of the Town of Southborough":

SALARY ADMINISTRATION PLAN

PREAMBLE

This by-law establishes a Salary Administration Plan, hereinafter called the "Plan", which classifies the several position classifications in the town services into groups, establishes salary schedule; establishes so-called "fringe" benefits, or "indirect pay" provisions, such as holidays and vacations with pay, sick leave, and the like and establishes a Personnel Board to admiinster the Plan, as hereinafter provided, and to represent the interest of both taxpayers and town employees.

The positions of all officers and employees in the service of the town, whether full-time, part-time, temporary, seasonal, special, casual, Civil Service, or any others, other

than those positions filled by popular election and those under the direction and control of the School Committee, are hereby classified by titles in the groups listed in Schedule A, entitled, "Classification Schedule," as set forth in Section 20 of this by-law.

The classification of positions which are subject to the Welfare Compensation Plan of the Commonwealth of Massachusetts and the schedule of rates therefor effective July 1, 1966 with subsequent amendments, if any, and the provisions of Section 47 D of Chapter 31 of the General Laws relating to the application of rates set forth in the aforementioned Welfare Compensation Plan are hereby incorporated by reference.

SECTION 1. DEFINITIONS

As used in this by-law, the following words and phrases shall have the following meanings unless a different construction is clearly required by the context or by the laws of the Commonwealth:

"Administrative Authority," the elected or appointed official or board having jurisdiction over a function or activity:

"Board," the Personnel Board as defined in Section 14;

"Casual Position," a position calling for part-time employment, which service does not constitute continuous service; this service is rendered occasionally and without regularity according to the demand therefore;

"Civil Service Law," Chapter 31 of the General Laws of Commonwealth, as amended and all rules and regulations made thereunder; and any special law enacted by the General Court regulating the classification compensation and conditions of employment of officers and employees of the Town under Chapter 31;

"Class," a group of positions in the Town service sufficiently similar in respect to duties and responsibilities so that the same descriptive title may be used to designate each position allocated to the class, that the same qualifications shall be required of the incumbents, that the same tests of fitness may be used to choose qualified employees and that the same scale of compensation can be made to apply with equity:

"Classification Schedule," Titles in Schedules A and D of Section 20 of this by-law plus class specifications which are on file with the Personnel Board and which are hereby incorporated by reference;

"Compensation Grade," a range of salary or wage rates appearing in Schedule B, C, and D of Section 20.

"Continuous Full-time Service," employment requiring a predetermined minimum work week and uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Continuous Employment," full-time or part-time employment uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Department,' any department board, committee, commission or other agency of the Town subject to this by-law;

"Department Head," the officer, board, or other body having immediate supervision and control of a department;

"Employee," an employee of the Town occupying a position in the classification schedule;

"Full-time Employee," an employee retained in full-time employment;

"Full-time Employment," employment for not less than

20 hours per week for fifty-two weeks per annum, minus legal holidays and authorized vacation leave, sick leave, bereavement leave, and other leaves of absence;

"Group," a group of classes appearing in schedule A and D of Section 20;

"Increment," the dollar difference between step rates;

"Maximum Rate," the highest rate in a range which an employee normally is entitled to attain;

"Minimum Rate," the rate in a range which is normally the hiring rate of a new employee;

"Part-time Employee," an employee retained in part-time employment;

"Part-time Employment," employment for less than full-time employment, as defined above;

"Personal Rate," a rate above the maximum rate applicable only to a designated employee;

"Position," an office or post of employment in the Town service with duties and responsibilties calling for the full-time or part-time employment of one person in the performance and exercise thereof;

"Position Class," same as "Class" (a class may include only one position, in which event it is defined as a "single position class")

"Promotion," a change from a position of lower class and compensation grade to a position with greater responsibilities in a higher class and compensation grade;

"Range," the dollar difference between minimum and maximum rates;

"Rate," a sum of money designated as compensation for personal services on an hourly, weekly, monthly, annual or other basis;

"Salary Schedule," Schedule B, C., D, and E of Section 20;

"Single Rate," a rate for designated position class which is not in a range;

"Special Position," a position calling for part-time employment which, although constituting continous employment, is not rendered during prescribed working hours, daily, weekly or annually, but is rendered as required, according to the demands for such service;

"Step Rate," rate in a range of a compensation grade;

"Temporary Employee" (1) an employee retained in a temporary position as defined above; (2) any employee holding a temporary appointment under Civil Service Law who does not also have permanent status thereunder;

"Temporary Position" or "Seasonal Position," any position in the Town service which requires or is likely to require the service of one incumbent for a period not exceeding six calendar months; either on a full-time or part-time basis;

"Town," the Town of Southborough.

SECTION 2. TITLES OF POSITIONS

No persons shall be appointed, employed or paid as an employee in any position subject to the provisions of the Salary Administration Plan under any title other than those of the Classification Schedule, or under any title other than that of the job, the duties of which are actually performed. The job title in the Classification Schedule of the Plan shall

be the official title for all purposes having to do with the position and shall be used to designate the position in all payrolls, budget estimates and official reports, and in every other connection involving personnel and fiscal processes.

SECTION 3. NEW OR CHANGED POSITIONS

Whenever a new position is established, or the duties of an existing position are so changed that a new level of work demand exists and in effect a new position is created, upon presentation of substantiating data satisfactory to the Personnel Board, the Board shall rate such new or changed position and allocate it to its appropriate compensation grade and establish the rate range therefore.

SECTION 4. RECLASSIFICATION OF EMPLOYEES

No position may be reclassified to a classification in another compensation grade, either higher or lower, until the Personnel Board shall have determined such a reclassification will be consistent with the provisions of the Salary Administration Plan.

SECTION 5. JOB DESCRIPTIONS AND INTERPRETATIONS

The Personnel Board shall maintain written job descriptions of the position classes in the Classification Schedule of the Plan, each consisting of a statement describing the essential nature of the work and characteristics that distinguish the class from other classes. The description for any class shall be construed solely as a means of identification and not as prescribing what the duties or responsibilities of any position shall be, or as modifying, or in any way affecting the power of any administrative authority, as otherwise existing, to appoint, to assign duties to, or to direct and control the work of any employee under the jurisdiction of such authority.

SECTION 6. WAGES

(a) The weekly pay period shall begin at 12:01 A.M. Sunday and shall end at 12:00 P.M. the following Saturday.

(b) Employees in the clerical and operating groups shall be paid time and one-half for all hours worked in excess of forty (40) in a week, provided such hours of work have been authorized by the department head.

(c) Employees in the weekly and public safety groups except Superintendents, Chief of Police, Chief of the Fire Department, the Town Accountant and the Librarian shall be paid time and one-half for hours worked in excess of the regular scheduled work week. The regular work week for the purpose of this determination shall be forty (40) hours except for Fire Department eligible personnel. For the latter, the determination is based on the regularly scheduled work week or forty-eight (48) hours, whichever is greater.

In addition, all service outside of or out of turn of an employee's regular scheduled tour of duty shall be at the overtime rate. If any employee is recalled to duty hereunder, he shall be paid at the overtime rate for all such time and shall be guaranteed a minimum of four (4) hours overtime recall pay. For the Fire Department, in case of false alarm, guaranteed overtime pay shall be limited to one (1) hour. The rate shall be determined by dividing his regular weekly compensation by the employees regular scheduled hours of employment.

(d) The Salary Schedule of the Salary Administration Plan set forth as Schedules B, C, D, and E of Section 20 of this by law, shall consist of the maximum and minimum salaries, step-rate salaries or single rate salaries for the positions in the Classification Schedule. The salary range of a compensation grade shall be the salary range for all position classes allocated to the grade.

SECTION 7. SALARY RATES ABOVE MAXIMUM

Any salary rate which is above the maximum rate for a job, as established by this Salary Administration Plan, shall be deemed to be a personal rate, and apply only to the incumbent when such incumbent leaves the employ of the Town or is transferred to another job with a higher maximum rate than his personal rate or higher maximum rates are established, the personal rate shall disappear. No other employee assigned to, or hired for, such job shall advance beyond the maximum of the job.

SECTION 8. ADJUSTMENT POLICIES

(a) Every employee subject to this plan who is in the continuous full-time service of the Town, computed from the date of his latest employment, and who has a satisfactory performance record, shall be eligible annually, one year from the date of the latest increase, for consideration for advance to the next higher step rate, but not more than one step rate in any one twelve-month period until the maximum for his job is reached, subject to the approval of his department head and the Personnel Board. Any employee denied such an increase has the right of appeal to the Personnel Board, which shall confer with both the employee and the department head, and shall decide the matter. All adjustments shall be approved in advance by the Personnel Board.

(b) Regular part-time employees, for whose positions step-rates are provided shall be eligible for consideration for increases on the same basis as provided for full-time personnel in clause (a) of this section. Special, casual and other part-time personnel for whose positions there is a single rate shall not be eligible for step rate increases.

SECTION 9. TRANSFERS AND PROMOTIONS

(a) When an employee is promoted to a job with a higher rate range, or rate of pay, he shall enter it at the minimum of the job rate range or at his own rate, which

ever is the higher, but in no event at a rate in excess of the maximum for such job. He may also receive at the time a one step rate increase, provided the maximum for the job is not exceeded, if the department head recommends that qualifications and performance warrant it, and the Personnel Board approves. If the department head should feel that there should be a trial period before recommending the promotional one step rate increase, on recommendation of the department head, the Personnel Board may approve such a deferred promotional increase at the conclusion of the trial period.

(b) If an employee is transferred to a job with a lower rate range, or rate of pay, he shall enter it at his own rate or at the maximum rate for the job, whichever is the lower, providing the Personnel Board approves. The employee shall have a right to appeal to the Personnel Board and to be heard thereon, and the Personnel Board shall decide the matter.

SECTION 10. NEW PERSONNEL

(a) The hiring rate shall be the minimum of the rate range of the job for which the new employee is hired, unless otherwise authorized by the Personnel Board. Department heads shall notify the Personnel Board of the hiring of all new personnel and their hiring rates.

(b) For new regular and full-time and new regular part-time personnel for whose positions there is a rate range and step rates, the first six months of employment shall be a probationary period, at the end of which the employee may advance one step rate, provided the department head and the Personnel Board decide his performance warrants it. He shall thereafter be reviewed for a step rate increase each year on his anniversary date. This probationary step rate increase shall apply only at the start of employment and shall not apply in case of transfer or promotion from one job to another.

SECTION 11. DEPARTMENT BUDGETS

Each department head shall include in the annual budget a pay adjustment section to provide funds for anticipated pay adjustments during the ensuing year, expenditures to be made therefrom only in accordance with the Salary Administration Plan with the approval of the Personnel Board.

SECTION 12. "FRINGE" BENEFITS

So-called "fringe" benefits, such as holidays and vacations with pay, sick leave and other such matters, are a cost item to the Town and a form of "indirect pay," and included in the coverage of the Salary Administration Plan, both those included in the Plan at its adoption and any other which may be included in the future.

A. HOLIDAYS WITH PAY

(1) All regular full-time employees shall receive one day's pay at regular straight time for the following state legal holidays—New Year's Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas.

(2) To be eligible for such holiday pay, an employee shall have worked on the regularly scheduled work day next preceding, and shall have worked, or have satisfactorily presented himself for work, on the regularly scheduled work day next following the holiday, or shall have been in full pay status on the day preceding and the day following.

(3) In the case of the Police Department or other departments whose personnel is subject to duty seven days a week, those employees who are required to work on said holiday shall be paid, in addition to regular weekly compensation, an additional days' pay, unless the employee elects to take an additional day off and the same can be granted

by the department without interference with personnel scheduling; provided that in the case of an employee whose regular day off or vacation day falls on any holiday, an additional day off shall be allowed or payments in lieu of one day shall be allowed at the election of the employee. Such day's pay shall be one-fifth of his regular weekly salary.

Details as to administrative policies and practices relative to holidays with pay shall be prepared and established under the direction of the Personnel Board.

B. VACATIONS WITH PAY

(1) Regular full-time employees who have been in the continuous employ of the Town, as such, shall be paid their regular week's pay or portion thereof as vacation pay in accord with the following schedule:

6 months as of July 1	1 week
1 year as of July 1	2 weeks
7 years as of July 1	3 weeks
20 years as of July 1	4 weeks

(2) Vacations shall be granted by department heads at such time as, in their opinion, will cause the least interference with the performance of the regular work of the departments. Vacations must be taken in the year in which they are due, and shall not accumulate from year to year.

(3) If, in the opinion of the department head, there are unusual circumstances which warrant it, an employee may, upon request, continue at work and receive vacation pay in lieu of his vacation.

(4) In the event of termination of employment, which is caused through no fault of the employee, or by reason of retirement, the employee shall be paid, or be

entitled to time off with pay, for any accumulated vacation prorated on the basis of service since the employee's preceding vacation. In the event of the death of an employee, any accumulated vacation pay shall be paid to his estate.

(5) Call personnel of the Fire Department eshall be entitled to take vacations on the above basis without loss of pay.

(6) Vacation administrative policies and practices shall be prepared and established under the direction of the Personnel Board.

C. SICK LEAVE

(1) All regular full-time employees shall be entitled to fifteen days' sick leave per year, accumulative for a period of seven years' continuous service or a maximum of 105 days. Pay for each day of sick leave shall be at the rate of a regular day's pay. Absences on account of sickness in excess of that authorized may, at the discretion of the department head and the Personnel Board, be charged to vacation leave. Sick leave shall be payable only in cases of bona fide illness or non-work-connected accident.

(2) Employees who because of sickness or an non-work-connected accident are absent for a period of more than two days shall be required to present a doctor's certificate to their department head stating reason and period of time the employee will be absent from his work. The above section is not to be construed by any employee or department head for time off for any sickness caused by over-indulgence in alcohol or narcotics or by his or her misconduct.

(3) Details as to sick leave administrative policies and practices shall be as prepared and established under the direction of the Personnel Board.

D. WORKMEN'S COMPENSATION

Present practices now followed by the Town related to Workmen's Compensation shall continue unchanged.

E. MILITARY LEAVE

An employee in full-time employment in the military reserve shall be paid the difference between compensation received while on reserve duty and regular compensation rates paid the employee by the Town. Such payment by the Town shall be limited to a period not to exceed two weeks in any twelve-month period and shall not include payment to members of the National Guard who may be mobilized during an emergency in the Commonwealth.

F. JURY DUTY

If an employee is called to jury duty, he shall receive an amount equal to the difference between his normal compensation and the amount (excluding any travel allowance) received from the court, upon presentation of evidence of the amount paid by the court.

G. MISCELLANEOUS PAID TIME OFF

Working time lost from regularly scheduled work days for reasons listed below shall be without loss of pay, provided such lost time is with authorization of the department head:

(1) Bereavement Leave—In the event of the death of a spouse, father, mother, children, father-in-law, mother-in-law, brother or sister, or of any person residing with the family of an employee, such employee shall be entitled to receive three (3) days' leave for the purpose of the funeral arangements and burial of said deceased. In the event that travel is required out of State, the department head in his or her discretion may authorize two (2) additional days for travel time.

(2) Inoculation required by Municipal Employer.

(3) Red Cross blood donation authorized by the Department.

(4) Promotional examinations conducted under rules for promotion to any position in the municipal employment.

(5) Medical examinations for retirement purposes.

(6) Attendance at educational programs required or authorized by Town or Department.

H. COURT TIME PAY

An employee on duty at night or on vacation, furlough or day off, who attends as a witness or other capacity in the performance of his duty for or in behalf of the Commonwealth or the Town in any criminal case pending in any Court or before any official governmental board or agency shall be entitled to overtime compensation for every hour or fraction thereof during which he was in such attendance or appearance, but in no event less than three (3) hours of such overtime pay.

SECTION 13. LEAVE OF ABSENCE

Leave of absence for valid reasons may be granted by a department head, but shall be without compensation. Leaves of absence may not be granted to seek other employment.

Leaves of absence of over three months' duration, except military leave, shall be considered a break in employment, and on return to work the employee shall have the status of a new employee unless an extension of leave beyond three months has been atuhorized by the Personnel Board.

SECTION 14. PERSONNEL BOARD

There shall be a Personnel Board to administer the Salary Administration Plan, said Board to be appointed by

the Moderator, consisting of five voters other than employees of the Town or those regularly serving the Town in any elective or appointive capacity. They shall serve without compensation.

Future appointments shall be for three years. Any vacancies shall be filled by the Moderator. All members shall continue to hold office until their successors have been appointed and qualified. The Personnel Board may employ assistance and incur expenses as it deems necessary, subject to appropriation of funds therefor.

SECTION 15. DUTIES OF THE PERSONNEL BOARD

(a) The Personnel Board shall administer the Salary Administration Plan and shall establish such policies, procedures and regulations as it deems necessary for the administration of the Plan.

(b) The Board shall annually, in June, meet and organize by the choice of a Chairman and Clerk. A majority of the Board shall constitute a quorum for the transaction of business. The votes of the majority of all the members of the Board shall be necessary on any matter upon which it is authorized to or required to pass under the Salary Administration Plan.

(c) The Personnel Board shall have maintained records of all employees subject to this Plan, including therein such information as it deems desirable, such records to be kept by the Town Accountant, under the direction of the Board. Department heads shall furnish such information as shall be requested by the Board. The Town Accountant shall also check on matters covered by the Plan and shall bring any deviations to the attention of the Board prior to payment.

(d) The Personnel Board, from time to time, shall review the Salary Schedule and administration policies of ministration Plan. The Personnel Board may tentatively add

a new class to the Classification Schedule or reallocate an existing class to a different compensation grade, either higher or lower, subject to the subsequent ratification of its action by formal amendment of the Salary Administration Plan at the next annual town meeting.

(e) The Personnel Board shall, from time to time, review the Salary Schedule an dadministration policies of the Salary Administration Plan. It shall keep informed as to pay rates and policies outside the services of the Town, and shall recommend to the Town any action which it deems desirable to maintain a fair equitable pay level.

(f) Upon recommendation of a department head, supported by evidence in writing of special reasons and exceptional circumstances satisfactory to the Personnel Board, said Board may authorize an entrance rate higher than the minimum rate for a position, and such other variances in the Salary Administration Plan as it may deem necessary for the proper functioning of the services of the Town, and to effectuate the basic intent of the Plan.

(g) The Personnel Board shall make an annual report to the Town, including recommendations on any matters related to the Plan which it feels should be considered by the Town.

SECTION 16. EMPLOYEES AND THE PERSONNEL BOARD

All employees shall have the right to request an appointment to confer with the Board on any matter which is of interest or concern to them and which is covered by the Salary Administration Plan. As a matter of courtesy to the department head, the employee shall notify him in advance of his desire to discuss the matter with the Board. One of the duties of the Board shall be to foster mutual understanding and goodwill with the personnel of the Town.

To facilitate this, if any employee should feel aggrieved by the operation of any provision of the Plan, he shall first

discuss the matter with his department head, in a mutual effort to clear up any problems or misunderstanding.

If two weeks after such a conference, a satisfactory understanding and solution of the problem has not been reached, then either the department head or the employee may take the matter to the Board. The Board shall hear the parties not later than its next regular meeting. There shall be no discrimination or prejudice by any department head against any employee who may take a matter to the Board.

SECTION 17. AMENDMENT OF THE PLAN

The Salary Administration Plan may be amended in the same manner in which the Town by-laws may be amended; provided,however, that no amendment to the Plan shall be made until it has been presented by signed petition addressed to and submitted to the Personnel Board, and acted upon by the Board. Upon receipt of such a written petition, the Board, after giving the petitioners, the heads of departments and employees affected at least three days' written notice, shall hold a hearing of the parties interested to consider the proposed amendment. If the Personnel Board shall approve any such proposed amendment, it shall take the proper steps to bring the proposed amendment before the next annual town meeting for its consideration and action. If the Personnel Board shall disapprove any such proposed amendment, and failure to act thereon within fifteen days after the hearing shall be deemed disapproved, the petition may then be presented to the next annual town meeting for its considration and action, if so desired. The Board of its own motion, after a similar hearing and/or conference with parties interested, may propose an amendment to the Plan.

SECTION 18. CIVIL SERVICE LAW

Nothing in this by-law, or in the Salary Administration Plan, shall be construed to conflict with Chapter 31 of the General Laws, which is the Chapter dealing with the Civil Service Laws.

SECTION 19. SEPARABILITY PROVISION

In the event that any provision of this by-law, or application thereof, shall be held to be invalid by the proper authorities, this shall not be construed to affect the validity of any other provision, or application thereof, of this by-law.

SECTION 20. POSITION CLASSES, SALARY, WAGE AND MISCELLANEOUS SCHEDULE

SCHEDULE A

Class Title	Compensation Grade
Weekly Group	
Cemetery Superintendent	S-7
Children's Librarian	S-5
Highway Superintendent	S-10
Librarian	S-7
Town Accountant (part time)	S-9
Water Superintendent	S-10
Clerical Group	
Junior Clerk	S-1
Library Assistant	S-2
Secretary to Selectmen	S-7
Senior Clerk	S-3
Operating Group	
Heavy Motor Equipment Operator	W-4
Laborer	W-1
Leadman	W-5
Maintenance Craftsman	W-4
Maintenance Man	W-3
Motor Equipment Operator	W-3
Skilled Laborer	W-2
Superintendent of Insect Pest Control	W-3
PUBLIC SAFETY GROUP	
Patrolman	PS-7
Firefighter	PS-7

Police Sergeant	PS-8
Fire Captain	PS-8
Police Chief	PS-10
Fire Chief	PS-10

SCHEDULE B. WEEKLY SALARY SCHEDULE

Compensation

Grade	Min.	2	3	4	Max.
S-1 (Hourly)	1.93	2.04	2.16	2.28	2.40
S-2 (Hourly)	2.16	2.28	2.40	2.53	2.65
S-3 (Hourly)	2.33	2.47	2.61	2.77	2.92
S-4 (Hourly)	2.58	2.74	2.89	3.06	3.21
S-5 (Weekly)	112.23	119.24	126.45	133.67	140.88
S-6 (Weekly)	126.21	132.72	139.86	147.20	154.76
S-7 (Weekly)	138.82	146.13	153.83	161.92	170.47
S-8 (Weekly)	152.72	160.78	169.24	178.14	187.52
S-9 (Weekly)	167.99	176.84	186.14	195.95	206.27
S-10 (Weekly)	191.69	202.59	213.50	224.40	235.31

SCHEDULE C. HOURLY WAGE SCHEDULE

Compensation

Grade	Min.	2	3	Max.
W-1	2.40	2.57	2.73	2.87
W-2	2.56	2.72	2.89	3.09
W-3	2.82	3.00	3.20	3.39
W-4	3.10	3.31	3.53	3.75
W-5	3.36	3.62	3.87	4.15

SCHEDULE D. PUBLIC SAFETY GROUP

Compensation

Grade	Min.	2	3	4	Max.
PS-7	146.35	154.70	163.03	171.37	179.72
PS-8	163.96	173.29	182.62	191.95	201.27
PS-10	191.69	202.59	213.50	224.40	235.31

MISCELLANEOUS PUBLIC SAFETY COMPENSATION

Fire Department

Call Deputy Fire Chief (p.t.)	588.00	(Annual)
Call Fire Captain (p.t.)	357.00	(Annual)
Call Fire Lieutenant (p.t.)	299.25	(Annual)
Call Fire Fighter (p.t.)	239.40	(Annual)

Brush and Forest Fires

Call Officers (p.t.)	2.92	(Hourly)
Call Firefighters (p.t.)	2.78	(Hourly)
Police Matron (p.t.)	3.20-3.72	(Hourly)
Reserve Patrolman (p.t.)	3.20-3.72	(Hourly)
Spare Patrolman (p.t.)	3.03	(Hourly)

EDUCATIONAL INCREMENT

All full-time employees in the Public Safety Group (Schedule D) shall receive remuneration in addition to their annual salary as a reward for furthering their education in the field of public safety, as follows:

Associate Degree	$300.00 per annum
Bachelor's Degree	$600.00 per annum

SCHEDULE E. MISCELLANEOUS COMPENSATION SCHEDULE

General Group

Agent, Board of Health (p.t.)	$105.00	(Annual)
Animal Inspector (p.t.)	157.50	(Annual)
Civil Defense Director (p.t.)	210.00	(Annual)
Clerk, Advisory Board (p.t.)	315.00	(Annual)
Clerk, Board of Registrars (p.t.)	420.00	(Annual)
Custodian, Fay Library (p.t.)	$1152.00-1207.00-1393.00-1533.00	(Annual)
Custodian, Fayville Village Hall (p.t.)	$927.00-1021.00-1122.00-1234.00	(Annual)
Dog Officer (p.t.)	420.00	(Annual)
Election Warden (p.t.)	2.40	(Hourly)
Election Worker (p.t.)	2.06	(Hourly)
Library Page (p.t.)	1.31-1.58	(Hourly)
Registrar of Voters (p.t.)	52.50	(Annual)

Slaughtering Inspector (p.t.) 157.50 (Annual)
Town Counsel (p.t.) Retainer 525.00 (Annual plus fees)

Veterans' Agent and Director of Veterans Services (p.t.)
$1890-2100-2310-2520.00 (Annual)

(Proposed by the Personnel Board)

The Committee recommends acceptance of the Article, as printed in the Warrant.

ARTICLE 10a: To see if the Town will vote to amend the Town By-Laws which apply to the "Salary Administration Plan of the Town of Southborough" Section 14 thereof —Personnel Board, by striking the first paragraph of said section and inserting in place thereof the following:

There shall be a Personnel Board to administer the Salary Administration Plan, said Board to be appointed by the Moderator consisting of five (5) votes, not more than two (2) of which may be employees of the Town and none of which shall be an officer or member of a Board if the Town regularly serving in any elective or appointive capacity. They shall serve without compensation, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

The Committee recommends against acceptance of this Article. We feel that a Town employee should not be forced to act as employer and employee at the same time, when making decisions on wages, hours and working conditions.

ARTICLE 11: To see if the Town will vote to amend Section 20 of the Salary Administration Plan By-Law as follows:

(a) By striking from Schedule A—Public Safety Group the compensation grade of PS-7, PS-8 and PS-10 for Patrolman, Police Sergeant and Police Chief

and inserting in place thereof a new compensation grade of P-7, P-8, P-10.

(b) By adding to Schedule D Public Safety Group the following:

Compensation Grade	Min.	2	3	4	Max.
P7	150.00	165.00	180.00	190.00	200.00
P8	175.00	190.00	205.00	220.00	232.00
P10	190.00	210.00	225.00	245.00	260.00

or do or act anything in relation thereto.

(Proposed by Philip L. Connors and more than 10 others)

Committee recommends against acceptance of this Article. We feel changes in the Salary Administration Plan, presented by the Personnel Board after long study, are fair and reasonable and no further change is necessary.

As further explanation—

Article 10, which our Committee recommends, increases all Town Employee salaries by 5%.

Approval of Article 11 will increase the compensation of one group of employees by 10% over the amounts approved (if voted) by Article 10.

ARTICLE 12: To see if the Town will vote to amend Section 6, Wages, Paragraph (c) of the Salary Administration Plan of the Town Southborough by deleting the second sentence and inserting in its place thereof: "The regular work week for the purpose of this determination shall not exceed 40 hours, except for Fire Department eligible personnel." Add to the third sentence thereof the following, "each member of the Police Department shall receive no less than 121 regular days off yearly, characteristic of the four and two work schedule so-called and no less than two consecutive days off weekly, each such member to work not

more than forty active working hours a week on a regularly scheduled basis," or do or act anything in relation thereto.

(Proposed by Philip L. Connors and more than 10 others)

Committee recommends against the acceptance of this Article. We feel that the Police Chief should retain the right to schedule his force as conditions warrant. Approval of this Article will seriously hamper that right.

ARTICLE 13. To see if the Town will vote to raise such sums of money as may be necessary, for the Town's use, and make appropriations of the same, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

This article covers budgets for the operation of all Town Departments. Detailed recommendations are given as part of the Advisory Committee's Report in the front of this booklet.

ARTICLE 14: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Thirty-seven Thousand Three Hundred Forty 31/100 Dollars ($37,340.31) to pay a portion of the expense of the Worcester County Retirement System, of which the Town is a member, and as required by the Worcester County Commissioners, or do act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $37,340.31 be raised and appropriated.

ARTICLE 15: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Two Thousand Five Hundred Dollars ($2,500.00) to be used to repair or replace Town

property or equipment which has been destroyed or damaged as result of accident or casualty, for which a third party is liable and for which the Town is entitled to be reimbursed for damages caused as a result of such accident or casualty, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $2,500.00 be transferred from Surplus Funds and appropriated.

ARTICLE 16: To see if the Town will vote to raise and approriate or transfer from many of its available funds and apropriate the sum of Fifty-four Hundred Ninety-nine 90/100 Dollars ($5,499.90) for the purpose of hiring Consulting Engineers, or do act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $5,499.90 be transferred from Surplus Funds and appropriated.

ARTICLE 17: To see if the Town will vote to raise and appropriate, or transfer from any if its available funds and appropriate, the sum of Seven Hundred Dollars ($700.00) to defray expenses of the Memorial Day Exercises on May 31, 1971. Observance exercises are to be under the auspices of the Bagley-Fay Post No. 161 American Legion, and Choate Post No. 3276 Veterans of Foreign Wars, or do or act anything in relation thereto.

(Proposed by the American Legion and Veterans of Foreign Wars)

It is recommended that the sum of $700.00 be raised and appropriated.

ARTICLE 18: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Nine Thousand Five Hundred Dollars ($9,500.00) to be used for Chapter 81 Highways or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Superintendent of Streets)

It is recommended that the sum of $9,500.00 be raised and appropriated.

ARTICLE 19: To see if the Town will vote to raise and appropriate transfer from any of its available funds and appropriate the sum of Thirteen Thousand Seven Hundred Fifty 00/000 Dollars ($13,750.00) to be used for Chapter 81 Highways, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt. of Streets)

It is recommended that the sum of $13,750.00 be transferred from Surplus Funds and appropriated.

ARTICLE 20: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Five Hundred Fifty Dollars ($4,550.00) for Chapter 90 Construction, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt. of Streets)

It is recommended that the sum of $4,550.00 be raised and appropriated.

ARTICLE 21: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Thirteen Thousand Six Hundred Fifty Dollars ($13,650.00) for Chapter 90 Construction, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt. of Streets)

It is recommended that the sum of $13,650.00 be transferred from Surplus Funds and appropriated.

ARTICLE 22: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Two Thousand Seven Hundred Dollars ($2,700.00) for Chapter 90 Maintenance or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt. of Streets)

It is recommended that the sum of $2,700.00 be raised and appropriated.

ARTICLE 23: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Fifty-four Hundred Dollars ($5,400.00) to be used for Chapter 90 Maintenance, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt. of Streets)

It is recommended that the sum of $5,400.00 be transferred from Surplus Funds and appropriated.

ARTICLE 24: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Six Thousand Dollars ($6,000.00) for Highway Equipment Maintenance, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $6,000.00 be transferred from Surplus Funds and appropriated.

ARTICLE 25: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to purchase a Brush Chipper to be used by the Town and that the Selectmen be authorized to enter into contracts for the purchase thereof, or do act anything in relation thereto.

(Proposed by the Board of Selectmen and the Tree Warden)

It is recommended that the sum mentioned in the motion be transferred from Surplus Funds and appropriated.

ARTICLE 26: To see if the Town will vote to raise and appropriate transfer from available funds and appropriate a sum of money for the purpose of purchasing a rubbish collection truck fully equipped and that the Selectmen be authorized to enter into contracts for the purchase thereof, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

A recommendation on this Article will be made at the Town Meeting.

ARTICLE 27: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate the sum of Nineteen Thousand Dollars ($19,000.00) to implement a street lighting program for the Town of Southborough as recommended by a survey conducted by the Massachusetts Electric Company on behalf of the Town, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $19,000.00 be raised and appropriated.

ARTICLE 28: To see if the Town will authorize the Assessors to enter into a contract for an expert appraisal (updating) of all the taxable property within the town as provided under Section 4 of Chapter 40, of the General Laws, as amended by Chapter 63 of the Acts of 1966 in an amount not exceeding Sixteen Thousand Dollars ($16,000.00) and to vote for the payment of the charges incurred under this contract by taxation, by transfer from available funds or by borrowing as provided under the provision of Section 7

of Chapter 44 of the General Laws, as amended by Chapter 63 of the Acts of 1966 or do or act anything in relation thereto.

(Proposed by the Board of Assessors)

A recommendation on this Article will be made at the Town Meeting.
Hearings etc. not completed in time for recommendation to be printed.

ARTICLE 29: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of Two Thousand One Hundred Dollars ($2,100.00) for the purpose of the Historical Celebration Committee in the planning and effecting the program for Heritage Day in 1971, or do or act anything in relation thereto.

(Proposed by the Historical Celebration Committee)

It is recommended that the sum of $2,100.00 be transferred from Surplus Fnds and appropriated.

ARTICLE 30: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money to be deposited in a Conservation Fund to be held and administered in accordance with the provisions of the General Laws Chapter 40, Section 5 (51) or do or act anything in relation thereto.

(Proposed by the Conservation Commission)

It is recommended that this Article be accepted and a sum of $5,000.00 be transferred from Surplus Funds and appropriated.

ARTICLE 31: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Eight Hundred Fifty Dollars ($4,850.00), for the purchase of a small dump truck and the equipment therefor, for the use of the Water Department, and to authorize the Board of Water Commis-

sioners to enter into contracts for the purchase thereof, or do or act anything in relation thereto.

(Proposed by the Board of Water Commissioners)

It is recommended that the sum of $4,850.00 be transferred from Surplus Funds and appropriated for the purpose of the Article.

ARTICLE 32: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Nineteen Thousand Dollars ($19,000.00) for the purpose of installing covers on the Clearhill and Fayville water tanks, and as recommended by State Department of Public Health, or do or act anything in relation thereto.

(Proposed by the Board of Water Commissioners)

It is recommended that the sum of $19,000.00 be transferred from Surplus Funds and appropriated to the purpose of the Article.

ARTICLE 33: To see if the Town will vote to raise and appropriate a sum of money for the rebuilding and reconditioning of the site identified as Mooney Field on Parkerville Road. Said site to be used as a recreational facility for the Town and to include one (1) regulation size baseball diamond, two (2) softball/Little League size baseball diamonds; one (1) regulation size football field; one (1) tennis/badminton court; one (1) fenced in Kiddie area; a skating rink 200' by 100'; a basketball court; and appropriate seating and parking areas. The bulk of said appropriation to be used to raise the level of said field and furnish such drainage as necessary to eliminate the surface water and swamp condition which now exists with said field which presently severly limits its utilization as a recreational facility. or do or act anything in relation thereto.

(Proposed by the Recreation Commission)

It is recommended that the sum of $60,000.00 be transferred from Surplus Funds and appropriated for this Article.

ARTICLE 34: To see if the Town will vote to raise or transfer from available funds and appropriate twenty-five thousand ($25,000.00) dollars for the purpose of preparing plans, specifications and cost estimates for construction, furnishing and equipping a fire station and/or remodeling, reconstructing or making extraordinary repairs to the present fire station facility, or do or act anything in relation thereto.

(Proposed by the Town Building Committee)

A recommendation on this Article will be made at the Town Meeting.

ARTICLE 35: To see if the Town will vote to raise and appropriate or to transfer from its available funds and appropriate a sum of money as authorized by Chapter 40, Section 5-40C of the General Laws for the purpose of providing cooperative or complementary facilties to out-patient clinics established or to be established in accordance with the provisions of Chapter 19 of the General Laws, in cooperation with the Department of Mental Health and other agencies collaborating with said Department, and for providing payment for services rendered or to be rendered by such public or private agencies. Monies appropriated hereunder shall be expended under the direction of the School Committee and/or the Board of Health or under their joint jurisdiction, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

A recommendation on this Article will be made at the Town Meeting.

ARTICLE 36: To see if the Town will vote to transfer and appropriate from the Stabilization Fund the sum of thiry six thousand dollars ($36,000.00) to be used for the purpose of purchasing a pumper for the use of the Fire Department or do or act anything in relation thereto.

(Proposed by Edward F. Brock, Fire Chief)

A recommendation on this Article will be made at the Town Meeting.

ARTICLE 37: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money to be deposited in the Stabilization Fund to be held and administered in accordance with the provisions of G.L. Chapter 40, Section 5B, or do or act anything in relation thereto.

(Proposed by Edward F. Brock, Fire Chief)

A recommendation will be made at the Town Meeting.

ARTICLE 38: To see if the Town will vote to accept a Legislative Act, Chapter 41, Section 108L of the General Laws-establishing a career incentive pay program for Regular Full-time Police Officers and Providing for Partial Reimbursements by The Commonwealth for Certain Cities and Towns, or do or act anything in relation thereto.

(Proposed by Philip L. Connors and more than ten others)

It is recommended that the Town NOT accept the Legislative Act Chapter 41, section 108L as requested.
In our own Salary Administration Plan as recommended by the Personnel Board, there will already be an incentive program in effect.

ARTICLE 39: To see if the Town will vote to raise and appropriate or transfer from any of its available funds, a sum of money to acquire one (1) 1971 four-door Sedan-type Police Cruiser, fully equipped with electronic and safety devices, and authorize the Selectmen to sell, turn in or otherwise dispose of one (1) 1970 Police Cruiser car now in use in the Police Department, or do or act anything in relation thereto.

(Proposed by Francis J. Mattioli, Chief of Police)

The Committee recommends $2,400.00 be transferred from Surplus Funds and appropriated for the purpose of this Article.

ARTICLE 40: To see if the Town will vote to support proposed revenue-sharing programs which will be before the 92nd United States Congress (1971) for the purpose of acquiring additional, needed revenues to assist in alleviating demands currently imposed on local property taxes, and to inform the entire Massachusetts congressional delegation of this positive action by town meeting members, or take any other action relative thereto.

(Proposed by the Board of Selectmen),

The Committee makes no recommendation on this Article feeling thihs is a matter of personal opinion.

ARTICLE 41; To see if the Town will vote to accept from Herbert H. Kiser and Eltie G. Kiser a conveyance of an easement for drainage purposes located on a parcel of land on the easterly side of School Street shown as Easement "C" on a plan entitled "Plan of Drainage Easement, in Southborough, Mass. Scale 1"-40', dated March 26, 1970, Highland Land Surveyors, Inc. 29 Maple Street, Marlborough, Mass., Surveyors," or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

The Committee recommends acceptance of this easement as proposed.

ARTICLE 42: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of One Thousand Dollars ($1,000.00) to be used by the Planning Board for the purpose of hiring a Planning Consultant, or do act anything in relation thereto.

(Proposed by the Planning Board)

The Committee recommends that $1,000.00 be transferred from Surplus Funds and appropriated for the purpose of this Article.

ARTICLE 43: To see if the Town will vote to create a Site Selection Board consisting of the members of the Boards of Selectmen, Assessors, Health and Planning, who, with the advice of such other town appointive committees and/or officials as is required shall recommend to a Town Meeting, Special or Annual, the acquisition of a site for sanitary land fill, either in and within and by the Town of Southborough or in conjunction with a contiguous community or communities in another community; and further that a sum of money shall be raised and appropriated or transferred from available funds and appropriated for the purposes of this committee in its study and investigation to conduct land borings, engineering, surveys, and all that is necessary to make a property recommendation to the Town, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and the Refuse Disposal Planning Committee)

A recommendation on the Article will be made at the Town Meeting.
Full information not available in time for printing.

ARTICLE 44: To see if the Town will vote to accept certain sections of the State Highway, Route 30, as a Town Road upon completion of work by the Department of Public Works of the Commonwealth of Massachusetts widening said travelled portion road to twenty (20) to twenty-four (24) feet and resurfacing the same, said sections being described as follows:

Section 1 Route 30 commencing at the Westborough Town line at Station 00+12:61 to approximately the westerly side line of Interstate Highway Route 495 at Station 33+15:00 from the easterly sideline of Route 495 at Station 37+15:00 to end of State Highway at Station 100+02:16.

Section 2 Also old Route 30 from Station 15+80:00 to approximately the westerly side line of Interstate Highway Route 495 at Station 31+35:00; from the easterly side line of Route 495 at Station 36+25:00 to Station 64+20:00.
These sections being shown on State Highway Layouts of 1903, 1904, 1961 and 1970 and that the Selectmen be authorized to approve therefor said work upon its completion, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

A recommendation will be made at the Town Meeting. Detailed information not available in time for printing.

ARTICLE 45: To see if the Town will vote to change the name of Refuse Disposal Planning Committee created by Article 29 of the Anual Town Meeting of March 11, 1968 to be hereinafter known as the Solid Waste Disposal Committee or do or act anything in relation thereto.

(Proposed by Refuse Disposal Planning Committee)

The Committee recommends approval of this Article.

ARTICLE 46: To see if the Town will vote to accept from the Penn Central Company and Joseph and Ursula Mauro a conveyance of an Easement for the installation of a water main thirty (30) feet wide located on land off Park Street to complete a Water Line Loop, or do or act anything in relation thereto.

(Proposed by the Board of Water Commissioners)

A recommendation on this Article will be made at the Town Meeting.
Certain detals not available in time for printing.

ARTICLE 47: To see if the Town will vote to change the term of office of the Members of the Recreation Commission as provided in Article 3 of the Special Town Meet-

ing of June 11, 1951, and that henceforth the term of office of said Commission shall be as follows:

> The members shall be appointed to office for a term of three (3) years and the terms of office of the present Recreation Commission shall expire as follows:
>
> one shall expire in 1971;
> two shall expire in 1972: and
> two shall expire in 1973;
>
> thereafter a member shall be appointed to serve for the term of three years in the year in which the previous term expires. All members shall hold office until their respective successors are appointed and qualified, or do or act anything in relation thereto.

(Proposed by the Recreation Commission)

The Committee recommends approval of this Article as proposed.

ARTICLE 48: To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-laws of the Town of Southborough as adopted on June 6, 1955, as amended, by changing from Industrial to Industrial Park the land bounded as follows:

> On the north by the Boston and Worcester Turnpike (Route 9); on the east by the westerly line of Cordaville Road; on the south by Mt. Vickery Road and on the west by a line 500 feet westerly and parallel to the westerly line of Cordaville Road,

or do or act anything in relation therto.

(Proposed by the Planning Board)

This is a Zoning By-Law change.
The Planning Board, an elected board, has conducted hearings at which abuttors and area residents affected expressed their feelings.

The Advisory Committee will abide by the reromendation of the Planning Board.

ARTICLE 49: To see if the Town will vote to amend Section III, Paragraph 2 of the zoning by-laws of the Town of Southborough, establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described area from Residence A District to an Industrial Park District:

The land situated west of Bantry Road, east of the existing Industrial Park Zone and north of the existing Industrial Zone, bounded and described as follows:

Beginning at the point of intersection of the existing Industrial Park Zone and the existing Industrial Zone.

Thence running N30°-12'-11"E 92.99 feet to a point
Thence running N28°-59'-25"E 171.46 feet to a point
Thence running N27°-46'-10" E 88.37 feet to a point
Thence running N19°-26'-10"E 136.03 feet to a point
Thence running N13°-44'-10"E 96.15 feet to a point
Thence running N10°-36'-10"E 20.03 feet to a point
Said last six courses being along the existing Industrial park Zone line
Thence running S10°-08'-36"E 46.23 feet to a point
Thence running S10°-02'-34"E 78.08 feet to a point on the northwesterly side line of Bantry Road
Thence running S10°-02'-34"E 43.78 feet crossing Bantry Road, to a point on the southeasterly side line of Bantry Road
Thence running S10°-02'-34"E 123.27 feet to a point
Thence running S10°-04'-54"E 209.35 feet to a point on the existing Industrial Zone line
Thence running S76°-13'-12"W 112.96 feet to a point
Thence running S81°-11'-03"W 146.72 feet to a point
Thence running S84°-19'-25"W 76.05 feet to the point of beginning. Said last three courses being along the existing Industrial Zone line

The above described land is more fully shown on a plan entitled "Plan of land in Southborough, Mass. showing area to be rezoned to "Industrial Park" dated January 18, 1971 by McCarthy Engineering Service, Inc., Natick and Marlborough, Mass."

(Proposed by Ray H. Cable and more than ten others)

Recommendation same as for Article 48.

ARTICLE 50: To see if the Town will vote to amend Section III of its Zoning By-Laws by deleting therefrom paragraph 4, or do or act anything in relation thereto.

(Proposed by the Planning Board)

Recommendation same as for Article 48.

ARTICLE 51: To see if the Town will vote to amend Section V, Parts 3, 4, 6, 7, 8 and 13 of its Zoning-By-Laws by striking the words "one space for each 5 employees" and inserting in place thereof "one space for each 2 employees," or do or act anything in relation thereto.

(Proposed by the Planning Board)

Recommendation same as for Article 48.

ARTICLE 52: To see if the Town will vote to amend Section VI of its Zoning By-Laws—Table of Regulations: Lot, Yard, Height and Coverage by revising Business District regulations as follows:

Area—25,000 (d); Width—125 (d); Front—30; Rear —35 (e); Side—15 (f) with Maximum Height and Maximum % Coverage remaining the same.

Also, by revising Industrial District regulations as follows:

Area—43, 50 (d); Width—200 (d); Front—50; Rear —50; Side—50; Maximum % Coverage—40% with Maximum Height remaining the same,

or do or act anything in relation thereto.

(Proposed by the Planning Board)

Recommendation same as for Article 48.

ARTICLE 53: To see if the Town will vote to amend Section III,, Paragraph 2, of the zoning by-laws of the Town of Southborough establishing the boudaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described area from an Industrial Park District to a Residence A District:

The land situated east of Tara Road, south of land owned by the Town of Southborough and land owned by James P. Murphy, Jr. and west of the existing Industrial Park-Residential A zone line, bounded and described as follows:

Beginning at the point of intersection of the existing Industrial Park-Residential A zone line and the southerly lot line 91 as shown on Land Court Plan 2891J

Thence running S19°32'-50"W 29.87 feet to a point
Thence running S13°-51'-25"W 271.12 feet to a point
Thence running S10°-36'-10"W 124.56 feet to a point.
Said last three courses being along the existing Industrial Park-Residential A zone line which is located 750' westerly of the westerly side line of Flagg Road and is parallel thereto
Thence running N10°-08'-36"W 216.82 feet along a stone wall to a point
Thence running N49°-22'-16"E 120.00 feet to a point
Thence running N32°-36'-50"W 85.05 feet to a point
Thence running N70°-36'-50"W 330.00 feet to a point
Thence running S46°-57'-50"W 58.28 feet to a point
Thence running N70°-36'-50"W 65.00 feet crossing Tara Road to a point
Thence running N35°-36'-50"W 60.00 feet to a point
Thence running N19°-23'-10"E 87.25 feet, crossing Davis Road to a point on the existing Industrial Park-Residential A zone line
Thence running S70°-36'-50"E 91.73 feet to a point on the easterly side line of Tara Road at the southwester-

ly corner of land owned by the Town of Southborough
Thence running S70°-36'-50"E 290.50 feet by land of the Town of Southborough to the southeasterly corner of land owned by the Town of Sotuhborough. Said line also being common to the line dividing lots 75 and 76 as shown on Land Court Plan 2891J
Thence running N19°-23'-10"E 7.87 feet by land owned by the Town of Southborough to the southwesterly corner of lot 91 as shown on Land Court Plan 2891J
Thence running S70°-36'-50"E 157.76 feet by said lot 91 to the point of beginning.
The above described land is more fully shown on a plan entitled "Plan of land in Southborough, Mass. showing area to be rezoned to "Residential A" dated January 18, 1971 by McCarthy Engineering Service, Inc., Natick and Marlborough, Mass.",

or do or act anything in relation thereto.

(Proposed by the Planning Board)

Recommendation same as for Article 48.

ARTICLE 54: To see if the Town will vote to amend its by-laws as follows:

That a new article be added to the By-Laws of the Town of Southborough to authorize the impounding of dogs allowed to become a public nuisance whether licensed or unlicensed to provide for redemption of impounding dogs and to provide a penalty for violation of the chapter.

The Committee recommends acceptance of this Article as described in the Warrant.

ARTICLE 10A DOGS

SECTION 1. DEFINITION OF TERMS

As used in this by-law, unless the context otherwise indicates

(a) "Dog" shall mean all animals of canine species, both male and female.

(b) "Owner" shall mean any person or persons, firm, association, or corporation owning, keeping or harboring a dog, as herein defined.

(c) "Public nuisance." Any dog shall be deemed a public nuisance when attacking persons or domestic animals while said dog is on property other than that of the dog owner; when destroying property; or on a public school ground, when not under restraint; or if it shall persistently chase moving vehicles; if it shall persistently and prolongedly bark or howl Each twenty-four hour period shall constitute a separate violation.

Further, any unspayed female dog in season, shall be deemed a public nuisance when not confined indoors by the owner thereof, or housed is a veterinary hospital or registered kennel.

SECTION 2. PERMITTING A DOG TO BECOME A PUBLIC NUISANCE PROHIBITED

No owner or keeper of any dog shall permit such dog, whether licensed or unlicensed, to become a public nuisance within the Town of Southborough, at any time.

SECTION 3. IMPOUNDING

It shall be the duty of the dog officer to investigate complaints concerning any dogs which are alleged to be in violation of this by-law and to apprehend any dog found by him to be a public nuisance and to impound such dog in a suitable place or to order the owner thereof to restrain said dog.

SECTION 4. NOTICE TO OWNER AND REDEMPTION

If such dog so impounded has upon it the name or address of the owner thereof, or if the name of said owner is otherwise known, then the dog officer shall immediately notify the owner, and if the owner is not known then no notice shall be necesary.

The owner of any dog so impounded may reclaim such dog upon the reimbursement to the Dog Oficer of his expenses for maintaining said dog while impounded. In any event, the Dog Officer shall not charge more than Two Dollars ($2.00) for a reimbursement of said expenses for each expenses for each twenty-four (24) hour period or any part thereof that the dog is held by him. Provided, however, if the dog is not licensed, that before release to any person is made by the Dog Officer a license as required by the Town of Southborough shall be secured.

SECTION 5. DISPOSITION OF UNCLAIMED DOGS

Any dog which has been impounded and has not been redeemed by the owner within ten (10) days shall be disposed of as provided by Section 152, Chapter 140 of the General Laws of the Commonwealth of Massachusetts and any amendments thereto.

SECTION 6. PENALTY

Any owner found in violation of any of the provisions of this by-law shall be punished by a fine of not more than ten dollars ($10.00) in accordance with the provisions of Chapter 140, Section 173A of the General Laws of the Commonwealth of Massachusetts.

SECTION 7. EFFECTIVE DATE

This by-law shall take effect upon its passage and approval by the Attorney General,
or do or act anything in relation thereto.

(Proposed by the Committee to Study Dog Control Regulations)

And to notify the Inhabitants of the First Precinct of said Town of Southborough, qualified to vote in elections to meet in the Town House in said Southborough, and the Inhabitants of the Second Precinct of said Town to meet in the Mary E. Finn School Auditorium on

March 15, 1970

then and there at those places to bring in their votes to the Election Officers at the respective Precincts, for Moderator, for a term of one year; for Town Treasurer, for a term of one year; for Town Collector, for a term of three years; for one member of the Board of Selectmen, for a term of three years; for one member of the Board of Assessors, for a term of three years; for one member of the School Committee, for a term of one year; for one member of the School Committee, for a term of three years; for one member of the Board of Health, for a term of three years; for one member of the Board of Water Commissioners, for a term of three years; for two members of the Board of Library Trustees for a term of three years for one member of the Board of Cemtery Commissioners, for a term of two years; for one member of the Board of Cemetery Commissioners, for a term of three years; for one member of the Planning Board, for a term of two years; for one member of the Planning Board, for a term of five years; and for the further purpose of submitting for acceptance to the registered voters, in the form of the following questions which shall be printed upon the Official Ballot to be used at the election:

QUESTION NO. 1

Shall this Town approve the new charter recommended by the Charter Commission, summarized below?

YES ———— NO ————

SUMMARY

Upon approval by the voters, this charter will become effective on July 1, 1971. The charter proposes a board of Selectmen-town administrator-open town meeting form of government and is vests the town administrator with responsibilities for general adminstraton, budgetary procedures, public works, personnel, and planning. The elective ballot is reduced from fourteen to six

boards and offices, and two regularly scheduled town meetings are provided for annually, one in April and one in October.

QUESTION NO. 2

Shall the Town, in addition to the payment of fifty per cent of a premium, for contributory group life and health insurance for employees in the service of the Town and their dependents pay a subsidiary or additional rate

YES ———— NO ————

NOTE. This question is to determine if the Town will be willing to pay more than 50% of the premium of health and life insurance for Town employees, as determined by the Personnel Board.

QUESTION NO. 3

Shall the Town vote to accept the provisions of Section 6-C of Chapter Forty of the General Laws, which authorize cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?

YES ———— NO ————

The Polls in each Precinct will be open at eight o'clock in the morning and will be closed at eight o'clock in the evening of said day.

And you are to give notice hereof by posting true and attested copies of the Warrant at the Town Hall, Fayville Village Hall, Central Fire Station, Southville Fire Station, Southborough News Shop, Central Street Market, Mauro's Market, Southboro Drug Store, Fitzgerald's Store, Lincoln's Store, Turnpike Food & Liquor Mart, Mary E. Finn School, and A. S. Woodward Memorial School, seven days at least, before the time appointed for such meeting.

Given under our hand this second day of February 1971, in the year of Our Lord, One Thousand Nine Hundred and Seventy-one, and in the One Hundred Ninety-fifth year of the Independence of the United States of America.

Attest:

FRANCIS J. MATTIOLI,
Constable

ROBERT C. DUMONT, Chairman
LOUIS J. BARTOLINI
THOMAS W. McAULIFFE
BOARD OF SELECTMEN OF THE
TOWN OF SOUTHBOROUGH, MASSACHUSETTS